

PL-RESEACH-001: Research Faculty Classification

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Source / Authority

This policy and accompanying procedures were developed by the Office of the Vice President for Research & Graduate Studies (VPRGS), reviewed as per QU review system and endorsed by the University President.

The Office of the VPRGS is responsible for overseeing and monitoring the implementation of this policy and accompanying procedures.

Purpose

The purpose of this policy is:

- To ensure that all QU research faculty are appointed with suitable/ appropriate identified rank;
- To classify research faculty within the QU system (the entire range) and define their eligibility and expectation in each category;
- To ensure adequate evaluation of employee using predefined standards in appraisal forms and other related documents;
- To adopt and conduct specific promotion standards relevant to VPRGS Office guidelines

Who Should Know This Policy

- President
- Vice President
- Legal Office
- Dean
- Director / Departmental Head
- Faculty
- Human Resources
- Accounting/ Finance Personnel
- All Employees

Policy Statement

Qatar University's core educational and research values are best exemplified by recognizing national, regional and international intellectual leaders in their academic disciplines.

Research Faculty appointments are classified into ranks which have significance regarding benefits, rights, and responsibilities that pertain to each rank or classification. The standard research ranks are Research Assistant, Senior Research Assistant, Post-Doctoral/ Research Associate, Research Assistant Professor, Research Associate Professor, and Research Professor. The following highlights the basic qualifications and standards established to identify the degree and types of achievement expected in each rank:

1.1 Research Professor: To be considered for the appointment of a research faculty at the rank of "Research Professor", the candidate must fulfil the following qualifications:

- Possession of a doctorate (terminal) degree from an internationally recognized institution of higher education;
- Has been promoted to the "professor" rank after holding the rank of "Associate Professor" or "Research Associate Professor" for at least 5 years;
- For new hires, the research faculty member must hold an equivalent rank (Professor) at the recognized institution from which they are arriving; and,
- An established record of research, including publications in international peer-reviewed high impact journals to justify the rank;
- A consistent record of obtaining external funding as lead PI, imparting graduate training as main supervisor and/or providing postdoctoral training;
- At least 8-10 years of significant international level scholarly contribution in candidate's area of specialization, throughout his career;
- An established record of student supervision on the level of MSc. and PhD thesis and relevant teaching experience.

1.2 Research Associate Professor: To be considered for the appointment of a research faculty to the rank of "Research Associate Professor", the candidate is expected to meet the following qualifications:

- Possession of a doctorate (terminal) degree from an internationally recognized institution of higher education;
- Has been promoted to the "Associate Professor" rank after holding the rank of "Assistant Professor" or "Assistant Research Professor" for at least 5 years;
- For new hires, the research faculty member is recommended to hold an equivalent rank (Associate Professor) at the recognized institution from which they are arriving; and,
- An established record of research, including publications in international high impact refereed journals, extramural funding as lead investigator, and adequate teaching and research training experience to justify the rank;
- At least five years of accomplished/internationally-recognized research record in candidate's field of research;
- An established record of student supervision on the level of MSc. and PhD thesis and relevant teaching experience.



1.3 Research Assistant Professor: To be considered for the appointment of a research faculty to the rank of “Research Assistant Professor”, the candidate must meet the following qualifications:

- Possession of a doctorate (terminal) degree from a recognized institution of higher education;
- For new hires, the research faculty member is recommended to have an equivalent rank at the institution from which they are arriving, and/or adequate post doc progressive research experience, in the field of research, in a similar work environment;
- An established record of research suitable to the position, as evidenced through publications in international high impact refereed journals; a record of extramural competitive funding as the lead investigator will be a preferred expectation;
- An established record of student teaching and/or advising or co-supervising is recommended.

1.4 Post-Doctoral/ Research Associate: To be considered for the appointment of a researcher to the rank of “Post-Doctoral/ Research Associate” the candidate must meet the following qualifications:

- Possession of a doctorate (terminal) degree from an internationally recognized institution of higher education;
- Recent graduates with short academic and/or research experience in the desired field of employment;
- At least four high quality publications in the research/requested field in which the applicant is expected to work are highly desirable;
- Writing grant proposal skills are also desirable.

1.5 Senior Research Assistant: To be considered for the appointment of a researcher at the rank of “Senior Research Assistant”, the candidate must meet the following qualifications:

- Possession of a master’s degree from a recognized institution of higher education; in the relevant field of employment; and,
- 3-5 years of research experience in the relevant field of employment as evidenced by publications, conference abstracts and participation, presentations, and thesis articles;
- It is recommended that the candidate has practical experience in one or more of the modern laboratories instruments with experience in sample preparation and analysis methods.

1.6 Research Assistant: To be considered for the appointment of a researcher to the rank of “Research Assistant”, the candidate must meet the following qualifications:

- Possession of a bachelor’s degree from a recognized institution of higher education in a related field;
- Interest in pursuing research as a career as evidenced through undergraduate research projects, participation in research weeks, abstracts in workshops/conferences and or presentation of research results through different platforms;
- Interest to pursue graduate studies and complete his/her master in 3-5 years;
- It is recommended that the candidate has practical experience in one or more of the modern laboratories instruments with experience in sample preparation and analysis methods.

