

Qualifications of Academic Personnel

- (1) For all ranks a doctorate degree from a recognised university is required.

- (2) The following are also required:
 - (α) For the Lecturer rank, indication of the ability to conduct university level teaching and research work.

 - (β) For the position of Assistant Professor, the requirements for the Lecturer rank, and
 - (i) A minimum of three (3) years independent university teaching or research work, after the completion of the doctorate degree at a recognised institution of higher education or research centre.

 - (ii) Publications in peer reviewed international journals or other publications of acknowledged value that indicate considerable contribution in the field.

 - (γ) For the position of Associate Professor, the requirements for the Assistant Professor rank, and
 - (i) A minimum of seven (7) years independent university teaching or research work, after the completion of the doctorate degree, from which at least four (4) to be in a University, or the permanent position as a teaching staff of a recognised institution of higher education.

 - (ii) A publication body (articles in peer reviewed journals, books from established publishers) that prove a considerable

independent research work:

- (iii) Ability to guide and promote research activity that includes supervision of graduate students, management or considerable contribution in research projects or significant research activity funding.
 - (iv) Indications of international recognition of the candidate's contribution in a specific scientific field such as, references to academic work, invitations to scientific talks, reviewing/editing in scientific journals, evaluator of research proposals, participation in doctorate thesis evaluations, member in international conference organisation, and
 - (v) Contribution to the advancement of the teaching and administrative work of the University.
- (δ) For the Professor position, all the requirements for the Associate Professor rank, and
- (i) A minimum of eleven (11) years independent university teaching or research work, after the completion of the doctorate degree, from which at least four (4) to be in a University, or the permanent position as a teaching staff of a recognised institution of higher education
 - (ii) Internationally recognised scientific work
 - (iii) Considerable involvement in the administration of the University, and
 - (iv) Supervision and successful completion or funded research

projects or doctorate programs.

- (3) In special circumstances and after a documented suggestion, it is possible that the number of years in recognised institutions of higher education or research centres to be waived.

In addition to the above, the alteration of article 32 of the Law on Private Universities also applies which states

- (2) (α) The referred to in field (1) condition that a candidate should hold a doctorate degree for any academic position does not apply in cases of academic fields of exceptional and undoubted distinctiveness for which a doctorate these is not possible or not common.
- (β) Within the framework of this field, “ academic fields of exceptional and undoubted distinctiveness ”can be considered fine and applied arts, architecture, music and dance. In these cases, the qualifications that can substitute the doctorate degree for the election or promotion of academic positions are:
 - i. A Master degree in the relevant field,
 - ii. A portfolio that includes a body of work that is recognised and/or renowned
 - iii. Professional achievements that include work which has recognition and distinction
 - iv. Academic activity and publications

For the position of Associate Professor it is required that, in addition to the above academic experience of at least seven years and for a professor at least eleven.

