

Executive Rules for Faculty Promotion at the University of Hafr Al-Batin



بيت الحكيم

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Vice Rectorate for Postgraduate Studies and Scientific Research

2020

Regulations Governing University Faculty Members' Affairs (Promotion)

Article Twenty-One

1. A minimum of four years of employment as an assistant professor at a Saudi university or another recognized university, with a minimum of one year in Saudi universities.
2. Satisfying the minimum scientific productivity necessary for promotion, as specified in Article 32 of these rules.
3. That the scientific paper he submitted while holding the title of associate professor was published or accepted for publication.

The Executive Rules for Article Twenty-One

According to the criteria of Article 21

- The applicant for promotion to the level of associate professor must have spent at least one year in Saudi universities.
- The period spent by a faculty member in the position of assistant professor, beginning with the date of the scientific council's decision to appoint him, is considered within the period required for promotion to the rank of associate professor.
- The works submitted to meet the minimum scientific production requirement specified in Article (32) of the rules are in the field of specialty of the faculty member seeking promotion.
- With the exception of those entrusted with leadership administrative tasks such as the university vice-rector, the dean of the college/deanship, the vice-dean of the college/deanship, heads of academic departments, and the like, the scientific production presented should be distributed as much as possible over the specified regular period.
- That his scientific work has been published or accepted for publication in venues recognized by the University of Hafr Al-Batin's Scientific Council.

Article Twenty-Two

To apply for promotion from Associate Professor to Professor, the following prerequisites must be met:

1. At least four years of work as an associate professor in a Saudi university or another recognized university.
Provided, however, that the length of employment in Saudi universities is not less than one year.

2. Meeting the minimum scientific productivity necessary for promotion in line with the conditions of Article 33 of these regulations.
3. That his scientific works were published or accepted for publication when he held the title of Associate Professor.

The Executive Rules for Article Twenty-Two

Regarding to the conditions of Article Twenty-Two:

- The candidate for promotion must spend four years at the position of associate professor in a Saudi university or a recognized university.
- At the case of serving as an associate professor at a recognized university (at Saudi universities, he must serve for at least one year).
- The period spent by a faculty member in the position of scientific associate professor prior to being appointed to it counts toward the period required for promotion to the rank of professor.
- The works submitted to fulfill the minimum scientific production as shown in Article (33) of the regulations are in the field of specialization of the faculty member applying for promotion.
- With the exception of those entrusted with leadership administrative tasks such as the university vice-rector, the dean of the college/deanship, the vice-dean of the college/deanship, heads of academic departments, and the like, the scientific production presented should be distributed as much as possible over the specified regular period.
- That his scientific work has been published or accepted for publication in venues recognized by the University of Hafr Al-Batin's Scientific Council.

Article Twenty-Three

A faculty member has the right to submit a promotion request to the department council before the end of the statutory period, up to a maximum of six months.

Article Twenty-Four

Secondment, delegation, and delegation for promotion reasons are all computed as follows:

1. If the secondment, delegation, or delegation is to an academic organization and the work is in the field of specialty, use the complete phrase.
2. Half the time if the secondment, delegation, or delegation is to a non-scientific university and the work is in the specialist field.
3. The period is not included for advancement purposes if the job is not in the field of specialty.

The Executive Rules for Article Twenty-Three

Regarding to the conditions of Article Twenty-Three:

Based on the recommendations of the department and college councils, the Scientific Council assesses whether the secondment, delegation, or delegation is in the field of specialty.

Article Twenty-Five

Teaching Staff are promoted based on the following criteria:

1. Scientific Production
2. Teaching
3. University and Community Service

Article Twenty-Six

Promotion Procedures

1. The faculty member submits a promotion application to the appropriate department council, which contains the following:
 - a. Statement of educational credentials, employment and professional advancement.
 - b. A schedule of teaching activities.

- c. A description of his involvement in university and community service.
 - d. At least five copies of the scientific work submitted for promotion, as well as the supporting data.
 - b. Any extra information that would help support the promotion request.
 - f. Any additional information or documentation that the Department Council, College Council, or Scientific Council require.
2. The Department Council reviews the promotion request, confirms that all prerequisites and processes have been followed, and advises that the application be forwarded to the College Council, along with the names of at least eight specialist arbitrators.
 3. Based on the Department Council's proposal, the College Council analyzes the application and appoints a number of specialist arbitrators, at least eight of whom are recommended by the Department Council or others.
 4. Based on the recommendations of the department and college councils, the scientific council investigates the promotion request and then conducts the following:
 - a. Selecting five arbitrators to assess the research. They are chosen from the College Council or from other applicants. Three of them are fundamental, the fourth is a first backup examiner, and the five is a second backup examiner who uses them as needed. At least two of the three arbitrators must be from outside the university.
 - b. Send confidential research and promotion data to the arbitrators for review in accordance with the form approved by the Scientific Council.
 - c. Deciding whether or not to promote a faculty member after reviewing the arbitrators' reports and reports on the applicant's work in the fields of teaching, university, and community service.
 - d. If the council decides not to approve the promotion due to poor scientific output, it determines the fate of the submitted research, what is excluded from it, and what can be submitted again, provided that the minimum level for promotion in the event of a request for promotion again includes at least one new research unit for the

applicant for promotion to the rank of associate professor, and two units with at least two serious papers for the applicant for promotion to the rank of professor.

The Executive Rules for Article Twenty-Six

He must comply with the following, according to the conditions of Article 26 and within the confines of the promotion procedures:

First: The faculty member requesting for promotion to the department council presents the necessary information on the form issued by the Scientific Council.

Second: The faculty member seeking promotion submits an original (paper) copy of his scientific work as well as any data displayed. A digital duplicate of it, provided that it is separated according to the stages of his academic and professional experience and that the CD reveals what was taken from the master's or doctorate dissertations.

Third: The faculty member completes the Scientific Council's promotion form.

Fourth: The department council ensures that the statutory reasons are complete before delivering the promotion file to the college council.

The appropriate authorities are expected to provide reports on a candidate's effort, involvement, and the degree of his commitment to community service in this regard.

Concerning Paragraph (2):

First: The department's faculty members must be informed of the applicant's file for promotion within two weeks after the department council meeting in order to decide whether or not to approve the promotion request.

Second: The appraisal and subsequent voting of the department council members must be objective.

Third: Voting for advancement must be done in private.

Fourth: The names of the competent arbitrators' data should be kept up to date.

Concerning Paragraph (3):

First: The members of the College Council must be informed of the applicant's file for promotion within two weeks after the Council College meeting in order to decide whether or not to approve the promotion request.

Second: The College Council members' appraisal and subsequent vote must be objective.

Third: Voting for advancement must be done in private.

Fourth: The names and contact information for the arbitrators obtained from the agencies should be current.

Fifth: The Scientific Council may select from them or from the Scientific Council's arbitrator bank.

Concerning paragraph (4-a):

After the Scientific Council studies, the promotion request and before selecting the arbitrators, the Scientific Council issues a decision on the initial eligibility to apply for promotion or not, with specifying the justifications for the lack of eligibility.

Concerning paragraph (4-b):

the Scientific Council follows up on the arbitration procedure for the applicant's scientific production by completing the data in the form created for it, both in paper and electronic form.

Concerning paragraph (4-c):

First: He should include the research he applied for in his résumé and refer to it in the faculty dean's note to the Scientific Council.

Second: If the promotion is not authorized, the applicant must wait six months before reapplying.

Concerning paragraph (4-d):

The provisions of the executive and procedural rules set out in Article (26) paragraph (d) shall be followed.

General Procedures:

1. The Council received the faculty member's promotion file, which included the following:

- a. A letter from the Dean of the College to the Scientific Council.
- b. Form for requesting a promotion.
- c. Academic file, performance reports from the department head and the dean of the college for the candidate for the last two years from the date of the promotion request, and CV.
- d. Completing the acknowledgement form so as not to invade or plagiarize on the scientific production.
- g. Complete the area for the candidate for promotion.
- f. The service statement's origin.
- b. A minutes copy of the College Council minutes.
- g. A copy of the department council minutes.
- i. Five copies of scientific work that has been published or accepted for publication, accompanied by acceptance letters.
- k. A copy of the initial appointment decision or the employer's most recent promotion.
- l. The form of the list of processes and documents needed of the applicant, signed by the department, and included in the application, and no transaction is submitted if the list is incomplete.
- m. On a regular basis, digital copies of all relevant papers must be attached.
- n. The applicant, the department, and the College Council all follow the Scientific Council system for their electronic operations.
- o. The Scientific Council Secretariat must notify the applicant of the receipt of his complete documents, as well as the referral of his work to the arbitrators.

2. The Standing Committee for Promotions at the Scientific Council shall do the following:

- A- Examining the promotion file to verify that the conditions and criteria for promotion apply to the applicant.
- b- Checking acceptance letters for publication and matching them to the original standards.
- C- Calculating the number of research units obtained for the applicant.

D- Determining the names of the arbitrators and submitting them to His Excellency the Secretary of the Scientific Council so that he can correspond with them and receive reports from them and provide the committee with those reports.

e- Recommending the return of the thesis and the production file to the college in the event that the conditions and criteria do not apply, or in the event that the required research units are not met.

The Executive Rules:

First: The following procedures are followed while selecting arbitrators and delivering scientific outputs to them for evaluation:

1. The arbitrators have three days from the date of submission to indicate their approval of the scientific production arbitration.
2. If two weeks have passed since the scientific output was sent and the council secretariat has not received the reports of the arbitrators or one of them, a phone or e-mail reminder is sent.
3. If the Council's secretariat has not received the reports of the arbitrators from one or more arbitrators after a month, the scientific production file will be transferred to one or more reserve examiners.

Second: If promotion is not suggested, the fate of the research papers submitted and what may be submitted again is determined as follows:

1. The research that is resubmitted for promotion is the one that receives the minimum promotion for two arbitrators, provided that the degree awarded for one research for both arbitrators is (35) or more than (60) for the associate professor degree and (40) or more than (60) for the professor degree.
2. Those refused promotion will be notified personally and confidentially by an Academic Council decision, along with a copy of the arbitrators' reports.
3. Those who have been denied promotion may petition the Chairman or Secretary of the Scientific Council to reconsider their denial of promotion within (60) sixty days of receiving the Scientific Council's decision, taking into account the Scientific Council's work calendar.

Third: if a person whose promotion has been denied wants a review of his application, the procedure is as follows:

1. Determine the petition's Regarding.
2. Determine the reasons for his petition submission.
3. Include all documentation demonstrating the accuracy of the foregoing.
4. No petition request that involves a personal lawsuit against persons or universities, or that contains offensive language, will be approved.
5. If the petition is approved, it is sent to two specialist examiners, along with all arbitrator findings and papers filed for advancement, to evaluate accepting or rejecting the grievance.
6. The Scientific Council's judgment on the topic of the petition should be as follows:
 - a. Accepting the petition and evaluating the advancement in line with the Scientific Council's processes.
 - b. Rejecting the petition and upholding the prior decision of the Scientific Council to withhold promotion.
 - c. In both situations, the Scientific Council's decision is final, and the applicant is not permitted to file a new application for the same topic.

Article Twenty-Seven

The efforts of the faculty member seeking promotion are graded on a scale of (100) one hundred points, which are distributed as follows:

1. (60) Sixty points are awarded for scientific production.
2. (25) Twenty-Five points for teaching.
3. (15) Fifteen points university and community service.

The Executive Rules for Article Twenty- Seven

Regarding to the conditions of Article Twenty-seven. The criteria for measuring engagement in teaching, university, and community service are as follows:

1. Teaching is a crucial need for advancement. The evaluation of the faculty member in this criteria is based on the efficiency of teaching and the teaching load dispersed across the period between the faculty member achieving his present scientific rank and the scientific rank to which he is requesting for promotion using the form given.
2. The teaching quorum shall not be less than the minimum stipulated in Article forty-two for the entire period of the scientific rank that he occupies, except in cases where this is impossible due to a low teaching load in the department or other legally acceptable circumstances.
3. When promoting, additional features of a faculty member's activities to serve the university and society are taken into account, according to the form provided for that.
4. The minimum for advancement in teaching, university, and community service is (25) points out of the (40) points available.

Article Twenty-Eight:

The total obtained by a faculty member in order to be promoted must not be less than (60) sixty points, provided that the candidate for promotion must have at least (35) thirty-five points in the field of scientific production for promotion to the rank of associate professor and (40) forty points for promotion to the rank of professor, and promotion to the rank of associate professor is determined by the majority opinion of the three arbitrators. Promotion to the position of professor requires the unanimous approval of the three arbitrators. Promotion to the position of professor requires the unanimous approval of the three arbitrators.

The following should be included in the minimum scientific productivity necessary for a faculty member's promotion:

1. Research published or accepted for publication in peer-reviewed scientific journals, with the Scientific Council establishing acceptance standards.

2. Refereed research submitted to specialized scientific conferences and symposiums that is published in its whole or accepted for publishing with just one unit accepted.
3. Published or accepted for publishing by specialist university research universities is peer-reviewed research.
4. References are drawn from university textbooks and scientific journals, and only one unit is acceptable.
5. Reviewing rare, refereed books, each of which is limited to one unit.
6. Refereed translation of specialist scientific literature, with a maximum of one unit accepted.
7. Books and research printed by Scientific Council-approved agencies are Regarding to arbitration, and only one unit is accepted.
8. Patented inventions and innovations by patent offices acknowledged by the Scientific Council.
9. Distinguished creative effort according to norms established by the University Council based on the Scientific Council's suggestion, with only one unit accepted.

The Executive Rules for Article Twenty-Nine

Regarding to the conditions of Article Twenty-Nine. The refereed journal should fall into one of the two categories listed below:

First: Refereed journals that satisfy the following criteria:

1. The journal must be published by a Saudi state university or an approved international university by the Ministry of Education.
2. The editor-in-chief of the publication should be at least an Associate Professor.
3. The journal should have a competent editorial board, with the majority of editorial board members holding at least an associate professorial degree or its equivalent.
4. With the exception of scientific journals published by the University of Hafr Al-Batin, the magazine has published six regular issues or it has been two years since it has been published on a regular basis.

5. Each issue of the journal features consistent publication criteria and proper scientific arbitration.

1. Second: Scientific journals are categorized into one of three types:

Scientific journals that are included in SPA databases throughout the world, like as Nature Index, Scopus, WOS and PubMedcentral for Medical specializations

1. Journals recommended by department and college councils that meet the Scientific Council's scientific publishing standards, including those included in (First- paragraph 1) of the executive rules.

2. The faculty member desiring academic progress in Arabic, Islamic, and educational topics agrees to the following:

a. It is recommended to publish in peer-reviewed scientific publications that are globally registered in the SPA and Nature Index databases.

b. If scientific output is not published in classified journals, it must be published in journals of public universities or specialized scientific societies in the Kingdom of Saudi Arabia, the Gulf, Arab, or international states.

c. The following criteria must be observed when publishing outside the Kingdom:

1. Journals issued by universities, colleges, or specialized research institutes.

2. Article (29-First) of the administrative and procedural norms for faculty advancement must apply to these journals as a prerequisite for accepting scientific output published in them for the purposes of university advancement.

Third: The criterion for categorizing the journals indicated in (First, Second) are applied at a rate of (100%) of the needed minimum units in the published research in all situations.

Fourth: The applicant for promotion's scientific output will not be accepted unless the name of the University of Hafr Al-Batin is put alone, explicitly, and linked to the name of the applicant for promotion (it is not enough to mention the name of the university in expressions of thanks or the title of the author) on works published or submitted for publication after the faculty member's joining. If the research is accepted for publishing by the University of Hafr Al-

Batin, the declaration of acceptance must be unequivocal, unconditional, printed on the authority's official paper, and signed by the editor-in-chief, whether in paper or electronic form.

Fifth: When publishing the applicant's work at the University of Hafr Al-Batin, it is not authorized to mention the address of a university or other scientific organization.

1- If the research is shared with authors from universities or other scientific universities, there is no harm in referring to it with the University of Hafr Al-Batin in the traditional publication sequence.

2- If a candidate for promotion is appointed to Hafr Al-Batin University, his published or accepted scientific work bearing the name of Hafr Al-Batin University must be worth at least one unit for associate professor rank or two units for professor position.

3- If a study is co-authored by writers from other universities or scientific institutes, there is nothing wrong with referring to it in the regular publication sequence with Hafr Al-Batin University.

4- If a candidate for promotion accepts a position at the University of Hafr Al-Batin, his published or accepted scientific production bearing the name of the University of Hafr Al-Batin cannot be less than one unit for associate professor or two units for professor.

Sixth: The following are the requirements for accepting refereed electronic journals for promotion purposes:

1. Electronic publications without hard copies must meet the same criteria as paper journals, as stipulated in the executive and procedural norms of Article (29) of the rules governing Saudi faculty members' activities in universities.
2. These electronic journals, like the paper system, must include an archive mechanism.
3. The Scientific Council shall set criteria for accepting electronic journals for promotion purposes after two years of implementation.

Seventh: In addition to what is mentioned in Article (29), research submitted or accepted for publishing in peer-reviewed scientific publications is accepted in the following ways:

1. A faculty member must do research and be willing to publish in peer-reviewed scientific journals of the highest scientific standing and nobility, as stated in item two of (paragraphs 2/1).
2. Works derived from graduate student theses that the applicant supervised may be included in the applicant's scientific output, provided that the graduate student submitting the thesis is one of the authors.
3. The original works must be worth at least two units for promotion to the rank of associate professor and three units for promotion to the rank of professor.
4. Review papers should not exceed one research unit in length and should include a study of references relating to the issue, with references included in the same article. The Scientific Council has the authority to assess the article's scientific value and volume.
5. No more than one unit from each of the following scientific production categories may be approved combined, provided that the scientific output is distinguished by novelty and scientific merit.

Special Articles

Special Communication

Case Study

Case Report

Brief Communication

Short Communication

Short Article

Research Note

Therapeutic Note

Technical Note

Point of Technique

Systematic Review

Meta – Analysis Review

Technical Report

Chemical Structure Report

The Scientific Council evaluates the merit and scientific originality of the submission.

Eighth: The works listed below do not count toward the promotion minimum:

Letter to the Editor

Comments

Editorial

Correspondence

Debate

Ninth: Under the following criteria, only one unit is acceptable for peer-reviewed research that has been published or accepted for publication and presented at specialized scientific conferences and symposiums:

1. The conference or symposium must be organized by a university, a government research institute, or a specialized regional or international organization that has been approved by the University of Hafr Al-Batin.
2. That each research paper approved in the conference has been subjected to correct scientific arbitration by at least two specialists and is not a member of the conference's general scientific committee, provided that confirmation of this is attached.
3. Instead of an oral presentation, the work should have been presented as a poster at the conference.
4. The research should be entirely published and not included in the conference or symposia proceedings (book), with the scientific council receiving a copy of the conference book (proceedings). The conference abstract book has been rejected.
5. If your work is accepted for publication, you must perform the following steps:
 - a. The declaration of approval for the research should be explicit and clear, printed on the official papers of the organizing organization, and signed by the chairman of the scientific committee of the conference or symposium.
 - b. Letter photocopies, certified copies, or letters sent through e-mail or fax are not eligible for final acceptance.

Tenth: In accordance with Article (29) paragraph (4).

Courts (chapters) publications issued inside scientific books (teaching or reference) If the candidate for promotion is alone, he is worth half a unit; if he is part of a group, he is worth a quarter of a unit. The Scientific Council is in charge of determining the scientific value and size of the chapters.

Eleventh: In accordance with Article (29) paragraph (8).

- a. The United States Patent and Trademark Office accepts patentable inventions and discoveries (The United States' Patents).
- B. Patent & Trademark Office of Japan (Japan Patent).
- T. King Abdulaziz City for Science and Technology in conjunction with the European Patent Office.
2. The patent must have a connection to Hafr Al-Batin University.
3. The patent research must be published in a peer-reviewed scientific journal that meets the criteria for admitting peer-reviewed scientific publications.
4. The invention or innovation must be of scientific significance and practical value, with evidence of utility, and must be in the applicant's scientific field of specialization.
5. According to Article (34), scientific work is computed.

Twelfth: In accordance with Article (29) paragraph (9).

External referees are permitted in award-winning creative works with the agreement of the awarding body's Scientific Council.

Article Thirty:

Within the minimum required for promotion of a faculty member, what is published or accepted for publication in peer-reviewed scientific journals must be at least one research unit for those applying for associate professor promotion and two research units for those applying for professor promotion.

Article Thirty-One:

A faculty member's scientific work must be published or accepted for publication in more than one journal, and not all journals must be linked with the same university or scientific organization.

The Executive Rules for Article Thirty-One

Regarding to the conditions of Article Thirty-One

1. The publication or acceptance for publication in one outlet should not exceed two units of the minimum required for advancement to the rank of Associate Professor, with the exception of internationally classified journals and journals with a high impact factor (I.F) classified within the rules of (ISI) or (JCR) or equivalent levels determined by the Scientific Council.
2. With the exception of internationally classified journals and journals with a high impact factor (I.F) classified within rules of (ISI) or (JCR) or equivalent levels determined by the Scientific Council, the publication or accepted for publication in one outlet should not exceed three units of the minimum required for promotion to the rank of professor in the event of advancement with the minimum.

Article Thirty-Two:

An application for promotion to the post of associate professor requires a minimum of four units published or accepted for publication, at least two of which must be a single work. The University Council may provide an exception for specific majors based on a recommendation by the Scientific Council, provided that the publication is not less than a complete unit.

The Executive Rules for Article Thirty-Two

Regarding to the conditions of Article Thirty-Two

It is permissible to substitute joint research for the individual required work as a minimum of the scientific production applying for promotion to the rank of associate professor, provided that the applicant for promotion is the first researcher in the sum of the minimum number of research units required in the article for the rank of associate professor.

Article Thirty-Three

A minimum of six units published or accepted for publication is required for advancement to the rank of professor, three of which must be a single piece.

The Executive Rules of Article Thirty-Three

Joint research may be substituted for individual works required as a minimum of scientific production submitted for promotion to the rank of professor, provided that the applicant for promotion is the first researcher in the sum of the minimum research units required in the article for promotion to the rank of professor.

Article Thirty-Four

If the author was the sole author, the scientific work is counted as one unit; if two co-authors co-authored it, it is counted as half a unit; if it was a joint research between more than two, it is calculated as half a unit for the main researcher and a quarter of a unit for each of the rest; and if it was another joint work between more than two, it is calculated as a quarter of a unit for each of them.

The Executive Rules of Article Thirty- Four

Regarding the conditions of Article Thirty- Four:

In some scientific disciplines valued by the Scientific Council, such as health specializations, and in the case of a large number of researchers participating in a study conducted in several centers, some names are mentioned as authors of this study in the introduction to the scientific paper, and the rest of the researchers' names are mentioned as participants at the end of the research. After the approval of the Scientific Council, regard these cooperating researchers as authors and credit their efforts toward the minimum degree of promotion.

Article Thirty-Five

The scientific content submitted for promotion must not be based on the applicant's master's or PhD dissertations or previous works.

The Executive Rules of Article Thirty- Five

First: Extraction

a. Definition: If the researcher takes the work in text or content, in whole or in part, from a previous or current work of his, whether it is a master's or doctoral thesis, a book, or research, as long as there is no scientific addition in it, and the new work is based on previous work.

b. Procedure:

Anyone found guilty of intrusion will face the following penalties:

1. If the applicant is proved to have gained promotion for the first time, he will be prevented from applying for it for a year.
2. If it is shown that the applicant gained the promotion a second time, he will be prevented from applying for it for the next three years.
3. If it is determined that the applicant has been promoted for the third time, he will be permanently prevented from pursuing further advancement.

Second: Plagiarism

a. Definition: A scientific work is considered plagiarized if one or more of the following requirements are met:

- 1- If the researcher stole the work in full text or content, or more than 20% of it, without referencing it, whether from a master's or doctoral dissertation, book, or research.
- 2- If he claims one of the works of another, such as a documented invention or a registered patent, for himself.

b. Procedure:

Anyone found guilty of plagiarism will face the following penalties:

- 1- If it is established that the candidate impersonated the promotion without previous inference, he will be barred from applying for it for three years.
- 2- If it is established that the candidate impersonated a promotion with a prior claim, he will be barred from applying for it for the next five years.

3- If the impersonation is confirmed to be repeated for the second time, he is permanently barred from applying for promotion.

4- The term of deprivation begins with the date of the Scientific Council's decision.

5- If it is shown that the applicant for promotion is impersonating one of the contractual parties, the contract will be terminated and he will not be contracted with again.

Article Thirty- Six

Promotion arbitrators must be academics, and if the promotion is to associate professor, one of the arbitrators may be one of the associate professors.

The Executive Rules of Article Thirty-Six

The following elements must be considered in accordance with Article 34 when appointing arbitrators:

First: The arbitrators must be subject matter experts in the same field as the applicant for promotion.

Second: The applicant for promotion must be fluent in the language in which the majority of his or her published scientific output is written.

Article Thirty-Seven

A faculty member is academically promoted as of the day the Scientific Council makes this judgment. If there is a vacancy for which he can be promoted, his functional promotion is counted from the day the executive decision is issued.

The Executive Rules of Article Thirty-Seven

1. Promotion of faculty members is prioritized according to seniority as established by the Scientific Council at the time of promotion.

2. If the Scientific Council decides to advance a group of faculty members academically in a single meeting and there are insufficient seats available, the following criteria shall be used:

a. The judges' overall average score

b. If necessary, the following comparison criteria are used: The total expected number of research units (scientific output). The average teaching item score divided by the average university and society item score.