



A YYH]b[ 'h YgY à ]b]a i a 'ghUbXUfXgž U'ck g 'Wbg]XYfUh]cb 'cZ'Vi h XcYg bch' [ i UfUbhYYž dfca ch]cb 'UbX h Ybi fY'' H Y XYdUfha Ybh'YI dYVg'U'WbX]XUhYg hc' YI WYX h YgY à ]b]a i a 'ghUbXUfXg''

## III. THIRD-YEAR REVIEW

5 ZUW 'hmia Ya VYf'Uddc]bhYX'k ]h ci h hYbi fY'g\U'VY'Zfa U'mfYj ]Yk YX'VmUb 'ad hoc H]fX! MUf'HYbi fY'F Yj ]Yk '7ca a ]hYY'Zf'h Y'di fdcgY'cZYj U'i Uh]b[ 'h Y' dfcZYggcfD' dfc[ fYgg'hck UfX'h Ybi fY']b 'h Y' h fYY'WbH]b[ 'z fYg'UfWž' UbX'gYfj ]W''H]g'fYj ]Yk 'g\U'VY']b 'UXX]h]cb 'hc 'h Y'bcfa U'Ubbi U'fYj ]Yk ']b 'h Uh' mYuf'UbX'g\U'VY'UXj ]gcfm'h c 'h Y'8YdUfha Ybh'7\U]f']b 'Yj U'i Uh]b[ 'h Y'WbX]XUhYD' dfc[ fYgg'hck UfX'h Ybi fY''Bc'j chY'cZ'h Y' h Ybi fYX'ZUW'hmik ]'VY'UJ\_Ybž'VYVWi gY' h Y' df]a Ufm'di fdcgY'g'h' dfcj ]XY'h Y'dfcZYggcf'k ]h' Ub'Yj U'i Uh]cb 'cZdfc[ fYgg'UbX' Wbgfhi Wb]j Y'UXj ]W'UVci h'gdYV]WbYYXg'Zf'ja dfcj Ya Ybh'Z'Ubm'

H Y' H]fX! MUf'F Yj ]Yk 'k ]'VUJ\_Y'd'UW'Xi f]b[ 'h Y'Gdf]b[ 'h Yfa 'cZ'h Y'ZUW'hm' a Ya VYfD' h ]fX'mYUf'cZYa d'cma Ybh' h k ]'VY'XcbY']b 'h Y'Gdf]b[ 'h Yfa 'cZ'h Y'Zfgh' mYuf'cZYa d'cma Ybh'Zf'h'cgY'k \c'UfY' [ fUbhYX'hk c'mYUfg'hck UfX'h Ybi fY'Uh'h Y' h]a Y'cZ\]fY'UbX'h Y'Gdf]b[ 'cZ'h Y'gYWbX'mYUf'Zf'h'cgY'k \c'UfY' [ fUbhYX'cbY'mYUf' Uh'h Y' h]a Y'cZ\]fY''7UbX]XUhYg'UfY'UXj ]gYX'h'VY']b 'UggYa V']b[ 'à UhYf]U'g']b 'h Y' : U' 'h Yfa 'df]cf'h c 'h Y' h Yfa 'cZ'h Y'dcfhZc'cD'gi Va ]gg]cb''H Y' H]fX! MUf'F Yj ]Yk ' dcfhZc'c'k ]'VY'UggYa V'YX'Vm'h Y'WbX]XUhY'UbX'gi Va ]hYX'h c 'h Y'8YdUfha Ybh' 7\U]f'Vm'h Y'YbX'cZ'h Y'gYWbX'k YY\_]b 'Ubi Ufm' h k ]'WbH]b 'Yj Yfm'h ]b[ ' fYe' JfYX']b 'h Y' i b]j Yfg]hmfj' 'HYbi fY'DcfhZc'c' ; i ]XY']bYg'YI Wdh'h Y'YhYfg'cZ' Yj U'i Uh]cb''

H Y' H]fX! MUf'F Yj ]Yk 'k ]'VY'WbXi WYX'VmUb 'ad hoc Wta a ]hYY'Wbg]gh]b[ 'cZ' h fYY' à Ya VYfgž'hk c'cZ'k \ca'k ]'VY'YVWYX'Zfca 'Ua cb[ 'h Y'ZUW'hm'h Ybi fYX']b 'h Y'XYdUfha Ybh'5'h ]fX' à Ya VYf'k ]'VY'Uddc]bhYX'Vm'h Y'8YdUfha Ybh'7\U]f'Zfca 'Ua cb[ 'h Y' h Ybi fYX' à Ya VYfg'cZ'h Y'XYdUfha Ybh'ZUW'hm' H Y' h fYY' à Ya VYfg'k ]'YYW'cbY'cZ'h Y]f'bi a VYf'h c'WU]f' h Y' H]fX! MUf'F Yj ]Yk 'Wta a ]hYY''

H Y' Wta a ]hYY'k ]'fYj ]Yk 'h Y'dcfhZc'c'Z'UbX'h Y'WU]f'cZ'h Y'AA

fYdcfhž]bX]WWhjb[ 'h\ Uh\h\ Ym\ Uj Y'fYW]j YX]h\ H\ Y\H\ ]fx! M\Uf\ F\Yj ]Yk 'W\ a a ]h\YY  
k ]``h\ Yb\ à YYh\ k ]h\ h\ Y\ZUW\ hmia Ya VYf\ i bXYf\ fYj ]Yk ž\k \c\k ]``VY\ ]bj ]h\YX\ h\c  
X]gW gg\`]g\cf\`Yf\dfc[ fYgg"''

H\Y\8YdUfha Ybh\7\U]f\g\U\`k f]h\ U\`Yh\Yf\Yj U\i Uh\jb[ 'h\Y\W\UbX]XUh\B\`dfc[ fYgg  
h\ck UfX\h\Ybi fYž\W\bg]XYf]b[ 'h\Y\W\UbX]XUh\B\`fY\W\fbXž\h\Y\XYdUfha YbH\U\Yj U\i Uh\cbž  
UbX\h\Y\fY\Yj Ubh\W\h\Yf]U"=Z\h\Y\W\UbX]XUh\Y\WccgYgž\`Y\cf\g\Y\à UmifYgdcbX\h\h\Y  
fYdcfh\k ]h\]b\Zj Y\Vi g]bYgg\XUng\UbX\]b\W\XY\h\Y\fYgdcbgY\]b\h\Y\dcfhžc\`c"\h\Y  
8YdUfha Ybh\7\U]f\Zcfk UfXg\h\Y\dcfhžc\`c\k ]h\h\Y\fY\Yj Ubh\Yh\Yfg\h\Y\7c\`Y[ Y  
Dfca ch\cb\UbX\h\Ybi fY\7ca a ]h\YY"''

### III. TENURE

#### A. GENERAL POLICY

HYbi fY\fYWt[ b]nYg\h\ Uh\h\ Y\ZUW\ hmia Ya VYf\`Ug\U\h\U]bYX\U\dcg]h\cb\`]b\h\Y  
X]gW\`d\`]bY\Uddfcdf]Uh\Y\Zcf\U\`cb[ !h\fa\`à Ya VYf\cZ\h\Y\UW\XYa ]W\k cf\X"\`H\`j  
]b\W\XYg\UW\`j Y\A\`A

## 1. TEACHING

HYUW]b[ 'bW XYg'gi W' à UhhYfg'Ug'UW]Yj ]b[ 'Wt i fgY'cV'YVW]j Yg'UbX'fYa U]b]b[ 'WffYbh]b[ '\_bck 'YX[ Y'cZ'h Y'ZjY Xz'bYk 'Wt i fgYg']b]h]UhYXz'bi a VYfg'cZWt i fgYg'UbX' dfYdUfUh]cbg'Ugg]ghUbW'hc'ghi XYbhg'ci hg]XY'WUgg'h'fc i [ \ 'UXj ]g]b[ 'UbX' a Ybhcf]b[ 'z'W']VYf'UbX'ZfYe i YbWnCZ'h Yg]g'UbX'X]ggYfUh]cb'X]fYVW]cbz'gi dYfj ]g]cb' cZ'hYUW]b[ 'ghUZZ]bW X]b[ 'WcgY' à Ybhcf]b[ 'cZ' fUXi UhY'hyUW]b[ 'Ugg]ghUbhg' ]bj c'j Ya Ybh]b[ 'i bXYf[ fUXi UhY'fYgYUfW'z'<cbcfcg']b'hc'Y'A U'cf'UbX'\cbcfcg' Wt a dUWg'z]bW g]cb'cZ'UWUXYa ]WgYfj ]W'! 'YUfb]b[ 'UbX'ch'Yf'Zcfa g'cZ'fY'Yj Ubh' Wt a a i b]hmYb[ U[ Ya Ybh]b[ 'hc'Y'hyUW]b[ 'WbHyl h'Ug'k Y'Ug'ghi XYbh'UbX'dYYf' Yj U'i Uh]cbg'cZ'hYUW]b[ '...

5h'U' à ]b]a i a z'h Y'WbX]XUhY'g\ci 'X'XYa cbghfUhY'UVcj Y! gUh]gZUW]cfm'hYUW]b[ 'hc'fc i [ \ 'GDCH'Yj U'i Uh]cbg'Uh'cf'UVcj Y'h Y'XYdUfha YbH' à YUbz'dYYf! fYj ]Yk 'cZ' h'Y'WbX]XUhY'g'hyUW]b[ 'z'UbX'Yj ]XYbW'cZ'dUfh]WdUh]cb' ]b'U'gi VghUbh]U'bi a VYf' cZ'dYXU[ c[ ]W'! 'UW]j ]h]Yg'XcWa YbhYX'Vmgi W' à UhYf]U'g'Ug'.

1. Wt i fgY'gm'UV]z]bW X]b[ 'Wt i fgY'cV'YVW]j Yg'z'UbX'Wt i fgY'k YV'g]hYg'...
2. h]h'Yg'cZ'h YgYg'UbX'X]ggYfUh]cbg'Zcf'k \ ]W' ]bghfi Wt cf'Ug'gYfj YX'Ug' X]fYVW]cf'cf'fYUXYfz]bW X]b[ 'ghi XYbh'bUa Yg'UbX'ghUhY'cZ'dfc[ fYgg'...
3. Yj ]XYbW'cZ'Wff]W'i a #dfc[ fUa 'XYj Y'cda Ybh]bW X]b[ 'hc'Y'gi VghUbh]U' fYj ]g]cb'cZ'WffYbh'm'cZYfYX'Wt i fgYg'UbX'h'Y'XcWa YbhYX'XYj Y'cda Ybh' cZ'bYk 'Wt i fgYg'UbX'hyUW]b[ 'à UhYf]U'g'...
4. fYdcfh'Zfca 'bj ]h'YX'dYYf! fYj ]Yk "..."
5. 'gh'cZ'hYUW]b[ 'UbX#cf'UXj ]g]b[ 'Uk UfXg'z'k ]h' Wd]Yg'cZ'YhYfg' UbX'Ubbci bWa Ybhg"..."
6. 'gh'cZ'; H5g'UbX']b'Yfbg'gi dYfj ]gYXz'Vm'Wt i fgY'UbX' gYa YghYf"..."
7. ghi XYbh'Yj U'i Uh]cb'XUhUz'Vm'Wt i fgY'UbX'gYa YghYf"..."
8. dUfh]WdUh]cb' ]b' dYXU[ c[ m'k cf\_g\cdg'z'k ]h' XUhYg'UbX'XYgW]dh]cbg' cf'dfYgYbHUh]cbg'WbWfb]b[ 'hYUW]b[ 'à Yh'cXg"..."
9. h]h'Yg'cZ'Wt i fgYg'cZYfYX'Ug'8]fYVWYX' =bXYdYbXYbh'Ghi Xn'z'k ]h' bUa Yg' cZ'ghi XYbhg'UbX'gYa YghYf'hi [ \ h'..."
10. 'gh'cZ'ghi XYbhg'UXj ]gYXz'Vm'gYa YghYf"..."
11. 'gh'cZ']b'YfX]gWd']b'Ufm'Wt i fgYg'Vm'gYa YghYf"..."
12. 'gh'cZ'Wt i fgYg'UbX'ch'Yf'Zcfa g'cZ'hYUW]b[ 'Yb[ U[ Ya Ybh']b'\_YX'hc' i bXYf[ fUXi UhY'fYgYUfW'z']bW X]b[ 'fMi h'bc'h']a ]h'YX'hc'z'Y' fYgW'

15. gY`Z W]h]ei Y`cZfYWt fXYX`WUggYg````
16. Yj ]XYbW`cZ[ fUbhg`Udd`]YX`Zcfž`k \Yh\Yf`cVhU]bYX`cf` ``  
bchž`]b`gi ddcfh`cZW ff]W`Uf`UbX`dYXU[ c[ ]W` ``  
XYj Y`cda Ybhž`UbX#cf`Wt`UVcfUh]j Y`ZUW`hm#ghi XYbh` ``  
fYgYUfWž`]ghYX`VmUa ci bhž`hYfa ž`UbX`bUa Y`cZ` ``  
Z`bX]b[ `U[ YbW` ``
17. `]gh`cZ[ i Ygh`YVW`fYg`]b`Wt`YU[ i YgDw`i fgYgž`VmW`i fgYz`h]hYz` ``  
UbX`XUhY````

## 2. RESEARCH

; ]j Yb`

† 'BchY' h\ Uh\ ]b\ h\ Y\ Z\ Y\ X\ cZ\ @]b[ i\ ]gh]Wg\ WtbZYfYbW\ dfcWYX]b[ g\ UfY\ Wbg]XYfYX\ ..  
a\ U\ cf\ di\ V\ ]W\ h]cbg\ z\ UbX\ di\ V\ ]g\ YX\ DfcWYX]b[ g\ cZ\ fYWt[ b]nYX\ @]b[ i\ ]gh]Wg\ ..  
gcWYh]Yg\ g\ ci\ X\ VY\ fUb\\_YX\ Ug\ 7UhY[ cfm&" ..

### 3. SERVICE

: UW\ hmigYfj\ ]W\ UggHMaftS

'' '' cf[ Ub]n]b[ 'bUh]cbU'UbX']bHfbUh]cbU'gYa ]bUfg'UbX'Wt`cei ]U  
( '' cf[ Ub]n]b[ 'fY[ ]cbU'UbX'cWl`gYa ]bUfg'UbX'Wt`cei ]U  
) '' gYfj ]b[ 'Ug`à Ubi gWl`dh`cf'UVghfUWl`fYj ]Yk Yf`Zcf'U'di V]g\Yfž'gWl`c'Uf'm`ci fbUž`  
cf'dfcZl`gg]cbU'Wt`bZYfYbWl`  
\* '' cf[ Ub]n]b[ 'UbX#cf'Wl`U]f]b[ 'U'gYgg]cb'Uh'U'dfcZl`gg]cbU' à YYh]b[  
+ '' gYfj ]b[ 'Ug`ci hg]XY'fYj ]Yk Yf`Zcf'dfca ch]cb'UbX'hYbi fY'Wl`bX]XUhYg'Uh'ch`Yf`  
i b]j Yfg]h]Yg`  
; '' à Ybhcf]b[ 'i bXYf[ fUXi UhY'cf'[ fUXi UhY'gh XYbhg]b'dfcZl`gg]cbU'UWl`j ]hm]b  
X]gWl`]bYž`gi Wl`Ug'Wt`bZYfYbWl`dfYgYbHJh]cbž`ci fbU'di V]Wl`h]cbž`Zl fhl`Yf`  
[ fUXi UhY'gh X]Ygž'dfYdUf]b[ '[ fUbh'cf'ch`Yf`Z bX]b[ 'Udd']Wl`h]cbgž'UbX#cf'Ybhfm`  
cb'h`Y'cV`à Uf\_Yh`

## D. REVIEW PROCESS

### 1. DEPARTMENTAL REVIEW

H\Y'8YdUfha Ybh'7\U]f'UbX'h`Y'XYdUfha YbhD'Y'YVWYX'fYdfYgYbHJh]j Y`hc'h`Y'  
7c``Y[ Y'Dfca ch]cb'UbX'HYbi fY'7ca a ]hYY`à YYh`hc'fYj ]Yk 'h`Y'dcfhZc`]c`Zcf`  
dcgg]VY`ca ]gg]cbgž'UbX'h`Ymà Umgi [ [ Ygh'Wl`Ub[ Yg'`5ZhYfk UfXgž'ZUW`hmà Ya VYfg`  
hYbi fYX']b' h`Y'XYdUfha YbhfYj ]Yk 'h`Y'dcfhZc`]c']b' UXj UbWl`cZU`à YYh]b[ ž`  
Wt`bYbYX'Vm`h`Y'7\U]fž'k \YfY'h`YmX]gWl`gg'h`Y'Udd']Wl`h]cb'hc[ Yh`Yf'`Hmd]Wl`m`  
h`]g`à YYh]b[ 'g'Wl`U]fYX'Vm`h`Y'XYdUfha YbhU`fYdfYgYbHJh]j Y`hc'h`Y'7c``Y[ Y`  
Dfca ch]cb'UbX'HYbi fY'7ca a ]hYYž'k \c'dfYdUfYg'h`Y`à Ya cfUbXi a 'XYgWl`VYX'  
VY'ck " H\Y'h`Ybi fYX'ZUW`hmj chY'VmigYVWYh`VU`chgž'cbY'Zcf'h`Ybi fY'UbX'cbY'Zcf`  
dfca ch]cb" H\Y`j chYg'UfY'h`YUHYX'gYdUfUhY'mž'k ]h`Y`j chY'cb'dfca ch]cb'U'k Umg`  
dfYVWl`X]b[ 'h`Y`j chY'cb'h`Ybi fY'" H\Y'8YdUfha Ybh'7\U]f'XcYg'bch`j chY'" : UW`hm`  
a Ya VYfg`g`ci 'X'UvghU]b'Zfca'j ch]b[ 'k \Yb'h`YfY']g'U'Wt`bZ]Wl`cZ]bhYfYgh'" : UW`hm`  
cb'gUVVUh]Wl`UfY'YbWt`i fu[ YX`hc'dUfh]Wl`dUhY'"

H\Y'ZUW`hmà Ya VYf'Wl`U]f]b[ 'h`]g`à YYh]b[ 'g\U'`dfYdUfY'U`à Ya cfUbXi a  
fYdcfh]b[ 'h`Y`bi a Yf]Wl`'fYgi 'hg'cZh`Y`j chY'cZh`Y`h`Ybi fYX'ZUW`hm`'H`]g`  
a Ya cfUbXi a 'g\U'`dfYgYfj Y`h`Y'Ubcbm] ]hmicZh`Y`j ch]b[ 'ZUW`hm`Vi h`g\U'  
Wt`bYm`h`Y'[ YbYfU'HYbcf'cZh`Y`X]gWl`gg]cb'dfYVWl`X]b[ 'h`Y`j chYž']bWl`X]b[ ž`Ug'ZUf`  
Ug'Wl`b'VY'UgWl`fU]bYXž'h`Y`fYUgcb'Zcf'h`Y`j chY'" H\Y`à Ya cfUbXi a 'g\U'`VY'gYbh`  
h`h`Y'8YdUfha Ybh'7\U]fž'k ]h`U'Wt`dmihc'h`Y'Wl`bX]XUhY'"

5``j ch]b[ 'cb'h`Ybi fY'Udd']Wl`h]cbg'k ]`fYa U]b'Wt`bZ]XYbh]U'" J ]c`Uh]cb'cZ`  
Wt`bZ]XYbh]U]hmà Um`YUX`hc'X]gWl`]bUfm'UWl`cb'"

H\Y'Wl`bX]XUhY`à Umk f]h`Y'U'Vf]YZfYgdcbgY`hc'h`Y`à Ya cfUbXi a 'k ]h`]b'Zj Y'XUmgl`cZ`  
fYVWl`j ]b[ 'h`'H`'H`Y'dcfhZc`]c'Wl`bbch`à cj Y'Zcfk UfX'hc'h`Y'7\U]f'i b'Ygg'h`Y'Wl`bX]XUhY`  
\Ug'Y]h`Yf'dfcj ]XYX'U'k f]h`Yb'fYgdcbgY`hc'h`Y`à Ya cfUbXi a ž'\Ug'dfcj ]XYX'U'  
k f]h`Yb'fYgdcbgY`hc'h`Y'Wt`a a ]hYY'Wl`U]f'h`YUh'Y'cf'g`Y']g'XYWl`b]b[ 'hc'Xc'gcž'cf`  
\Ug'U'ck YX'Zj Y'XUmgl`c`dUgg'k ]h`ci h`fYgdcbgY'"

H\Y'8YdUfha Ybh'7\U]f'g\U'`k f]h`Y'U'`Yh`Yf`hc'h`Y'8YUb'cZH`Y'8cfch`m: "GWA ]Xh`  
7c``Y[ Y'cZ'5fhg'UbX'@Yh`Yfgz'fYdcfh]b[ 'h`Y`j chY'cZh`Y`h`Ybi fYX'ZUW`hm`UbX`  
gi a a Uf]mifYWt`a a YbX]b[ 'Zcf'cf'U[U]bgh'dfca ch]cb'UbX'h`Ybi fY'" H\Y'8YdUfha Ybh'7\U]fD'`Yh`Yf'g\U'`Wt`a df]gY'U'XYHJ]YX'UbU'mg]g'UbX'Yj U'i Uh]cb'cZh`Y'Wl`bX]XUhYD'`Ub`i U'  
k cf\_ž'Wl`b[ 'h`Y'XYdUfha YbhD'`k f]h`Yb'Wl`h`Yf]U'UbX'h`Y'Wl`bX]XUhYD'`Ub`i U'  
Ugg][ ba Ybhg'UbX'dYfZcfa UbWl`Yj U'i Uh]cbg'" 5'Wt`dmicZh`]g'Yh`Yf'k ]`h`Yb'VY'

[ ]j Yb hc h\Y'W\B[X]XUHY\Z'k \c'k ]`\\ Uj Y'Zj Y'XUng'hc fYgdcbX\Z]Z\Y#g\Y'W\ccgYg'hc ..  
Xc'gc''H\Y'dcfh\Zc']c W\bbch'a cj Y'Zcfk UfX'hc h\Y'7c''Y[ Y'7ca a ]h\YY'i b'Ygg'hc Y'..  
W\B[X]XUHY'Ug'Y]h\Y'fc]JXYX'U'k f]h\Yb'fYgdcbgY'hc h\Y'Yh\Yf\Z'Ug'dfc]JXYX'U'..  
k f]h\Yb'fYgdcbgY'hc h\Y'8YdUfha Ybh'7\U]f]h\Uh'Y'cf'g\Y'g]XYW\B]b[ 'hc Xc'gc'cf'..  
\Ug'U'ck YX'Zj Y'XUng'hc dUgg'k ]h\ci h'fYgdcbgY'hc h\Y'8YdUfha Ybh'7\U]f]h\Y'Yh\Yf'hc'..  
h\Y'8YUbz'UbX'h\Y'W\B[X]XUHY\B]f]ZUbmt\Z'g\U'VY]bW XYX]b'hc'Y'dcfh\Zc']c'..  
UbX'Zcfk UfXYX'hc h\Y'7c''Y[ Y'Dfca ch]cb'UbX'HYbi fY'7ca a ]h\YY'..

## 2.COLLEGE AND UNIVERSITY REVIEW

GYY'hc Y'WffYbh'Dfcj cgh'HYbi fY'UbX'Dfca ch]cb'; i ]XY'JbYg'A Ya cfUbXi a ..

### IV. PROMOTION

#### A. PROMOTION TO ASSOCIATE PROFESSOR

##### 1. GENERAL POLICY

@\_Y'hc Y'Uk UfX]b[ 'c'Z'HYbi fY'Z'dfca ch]cb'hc'5ggcW\UHY'DfcZYggcf'fY\W[ b]nYg'hc Uh'..  
h\Y'ZUW'hm\ia Ya VYf'\Ug'U\h\U]bYX'U'dcg]h]cb' ]b'hc'X'gW\B]bY'Uddfcdf]Uh\Y'Zcf'U'..  
'cb[ 'h\Yfa 'a Ya VYf'c'Z'hc'Y'UW\XYa Jw\k cf'X\Z]bW X]b[ 'UW\B]j Y'UbX'W\YU\B]j Y'..  
dUfh\W\B]dU\B]cb' ]b'hc'Y'[ fck hc'c'Z'\_bck 'YX[ Y']b'hc'Y'W\B[X]XUHY\B]Z'Y'X'hc'fci [ 'U'..  
Wta a ]ha Ybh'hc'di V']g\]b[ 'gW\c'Ufg]d'U\h'U'']][ 'Yj Y'Z'hc'Y'UV']h\m'UbX'k'']b[ b]Ygg'..  
hc'Wta a i b]W\h\Y'\_bck 'YX[ Y'hc'fci [ 'e\i U']h\m'hc'Y'UV']b[ 'z'UbX'XYX]W\h]cb'hc'hc'Y'..  
dfcZYgg]cb'UbX']bg\h\B]cb'XYa cbghfU\h\Y'Vm'UW\B]j Y'i b]j Yfg]h\m'gYf]JW'..

H\Y'Yj U'i Uh]cb'c'Z'W\B[X]XUHYg'Zcf'dfca ch]cb'UbX'hc'Ybi fY'g\U'fYZYV\h\Y]f'..  
Ugg][ ba Ybhg'UbX\Z'k ]h\Y'fYZYfYbW'hc'hc'cgY'Ugg][ ba Ybhg'VY'VUgYX'cb'hc'Y]f'..  
UW\B'a d']g\Y'Ybhg]b'U'hc'fYY'UfYUg'c'Z'hc'Y'UV']b[ 'z'fYgYUfW'UbX'ch'Yf'gW\c'Uf'm'..  
cf'W\YU\B]j Y'k cf'\_z'UbX'gYf]JW#UXa ]b]ghfU\h]cb'..

5h'U'a ]b]a i a z'hc'YgY'U\h\h]Vi h\Yg'k ]'VY'XYa cbghfU\h\Y'Vm'Yj JXYbW'c'Z'hc'Y'hm'dY'..  
UbX'e\i Ubh]h\m'XYH\U]YX'Zcf'HYbi fY'UVcj Y''A YYh]b[ 'a ]b]a i a 'gh\h\B'XUfXg'U'ck g'..  
W\B]ghf]XYfU\h]cb'c'Z'Vi h\Xc'Yg'bch' ]i UfUbH\Y\Z'dfca ch]cb'hc'Y'XYdUfha Ybh'YI dY\Wg'..  
U'W\B[X]XUHYg'hc'YI W\YX'hc'YgY'a ]b]a i a 'gh\h\B'XUfXg'..

##### 2. APPLICATION PROCESS

5dd']W\h]cb'Zcf'dfca ch]cb'hc'5ggcW\UHY'DfcZYggcf'g'bcfa U'm'UW\B'a dUb]YX'Vm'hc'Y'..  
HYbi fY'Udd']W\h]cb'Z'k ]W'g'fYU\h\Y' i bXYf'dfcW\B'X fYg'ci h]bYX' ]b'Zcf'HYbi fY'..  
UVcj Y'..

#### B. PROMOTION TO PROFESSOR

##### 1. GENERAL POLICY

5h\h\U]ba Ybh'c'Z'hc'fUb'\_c'Z'DfcZYggcf'fY\W[ b]nYg'UW\B]Yj Ya Ybh'c'Yf'hc'Y'gdUb'c'Z'..  
Ub'Ybh]fY'UW\XYa JWW\BfYYf'BYj Yf\h\Y'Ygg\Z'hc'Y'W\B[X]XUHY\B]fY\WfX'g\U'..  
XYa cbghfU\h'g][ b]Z'W\B'h'UXX]h]cbU'UW\B]Yj Ya Ybh'g]bW'hc'Y'dfca ch]cb'hc'..

5ggcVJUhY'DfcZYggcf" ..

5bm5ggcVJUhY'DfcZYggcf' à UmUdd'mZcf'dfca ch]cb'Uh'Ubmhä Y'UZhYf'Wta d'Yh]b[ ..  
Zj Y'mYUfg' ]b'fUb\_'' 5bm5ggcVJUhY'DfcZYggcf' à UmfYei Ygh'Ub' ]bZcfa U'fYj ]Yk 'cZ'  
dfca ch]cb'dfcgdYVWg'k ]h\ 'h\ Y'8YdUfha Ybh'7\U]f'Uh'Ubmhä Y'"DfcgdYVWj Y''  
WbX]XUhYg'g\ci 'X'Wtbgj 'h'h\ Y'WffYbh' ]gA

## a. DEPARTMENTAL REVIEW

H\Y'8YdUfha Ybh'7\U]f'UbX'h\Y'XYdUfha Ybh'7\U]f'YYVWYX'fYdfYgYbUhj] Y'h\Y'7c``Y[ Y'Dfca ch]cb'UbX'HYbi fY'7ca a ]hYY'à YYh'k ]h'cbY' i ``DfcZYggcf'cZ'h\Y'hybi fYX'ZUW'hmmbca ]bUhYX'Vm'h\Y'WbX]XUhY'h'fYj ]Yk'h\Y'dcfhZ]c'Zcf'dcggyVY'ca ]gg]cbg'UbX'à Umgi [ [ Ygh'WUb[ Yg"''

H\Y'Wta a ]hYY'à i gh'VY'Wta df]gYX'cZUh'YUgh'h\Y'fYY' i ``DfcZYggcfg'Z'h\Y'XYdUfha Ybh'\Ug'Zk Yf'h\Y'Ub'h\Y'fYY' i ``DfcZYggcfg'Z'h\Y'Yj U'i Uh]cb'cZUb'UggcWUHY'dfcZYggcf'k ]``VY'WbXi WYX'Vm'Uh'YUgh'Ub'UXX]h]cbU'&!' i ``DfcZYggcfg'Zfcach\Yf'7c``Y[ Y'XYdUfha Ybh'Z'h\Y'VY'Uddc]bUhYX'Vm'h\Y'7\U]f'UbX'8YUb''GY'VW]cb'cZ'h\Y'

ci hg]XY'fYj ]Yk Yfg' à i gh'Zc``ck'h\Y'dc]WmZcf'gY'VW]b[ ci hg]XY'fYj ]Yk Yfg'Ug'gh]di'UhYX']b'h\Y'i b]j Yfg]hmDfca ch]cb'UbX'HYbi fY' [ i ]XY]bYg"''

: i ``DfcZYggcfg'hybi fYX']b'h\Y'XYdUfha Ybh'fbc'Zfc a ]h\Y'7c``Y[ Yz']Z'bYWggUfnL' fYj ]Yk'h\Y'dcfhZ]c' ]b'UXj UbW'cZU'à YYh]b[ ž'Wbj YbYX'Vm'h\Y'7\U]f'Z'k \YfY'h\Y'mi X]gW'gg'h\Y'Udd']Wjh]cb'hc[ Yh\Yf'']H\Y' i ``DfcZYggcfg'k ]``VY'VW]cbY'cZ'h\Y]f'bi a VYf'hc'WU]f'h\Y'à YYh]b[ 'UbX'dfYdUfY'h\Y'à Ya cfUbXi a 'XYgW]VYX'VY'ck / 'hmd]W'mž]h]g'h\Y'XYdUfha Ybh'fYdfYgYbUhj] Y'h\Y'7c``Y[ Y'Dfca ch]cb'UbX'HYbi fY'7ca a ]hYY'k \c'jg'Y'VWYX'hc'h\Y'jg'Z' bW]cb''H\Y'hybi fYX' i ``DfcZYggcfg'j chY'VmigYVWYh'VU'ch' H\Y'8YdUfha Ybh'7\U]f'XcYg'bch'j chY'': UW'hmia Ya VYfg'g'ci 'X'UVghU]b'Zfc a 'j ch]b[ k \Yb'h\Y'YfY'jg'U'WbZ]W'cZ]bUhYfYgh'J chY'g'WbghVm'Ya U]'cf'ZU'k ]``VY'Wbq]XYfYX'cb'm]Z'h\Y'j ch]b[ 'dfcZYggcf'Ug'dYfgcbU'mfYj ]Yk YX'h\Y'WbUhYbgh'cZ'h\Y'dcfhZ]c'UbX'\Ug'dUfh]W'dUhYX']b'h\Y'X]gW'gg]cb"''

H\Y'ZUW'hmia Ya VYf'VWU]f]b[ 'h\]g' à YYh]b[ 'g'U' dfYdUfY'U' à Ya cfUbXi a 'fYdcfh]b[ h\Y'bi a Yf]W'fYgi'hg'cZ'h\Y'j chY'cZ'h\Y' i ``DfcZYggcfg'Z'h\]g' à Ya cfUbXi a 'g'U' dfY'g'Yf'Y'h\Y'Ubcbma ]hmicZ'h\Y'j ch]b[ 'ZUW'hmVi h'g'U'Wbj Ym'h\Y'[ YbYfU'hYbcf'cZ'h\Y'X]gW'gg]cb'dfYVW]X]b[ 'h\Y'j chY'Z]bW'X]b[ ž'Ug'ZU'f'Ug'Wb'VY'UgWfhu]bYXž'h\Y'fYUgcb'Zfc'h\Y'j chY'']H\Y' à Ya cfUbXi a 'g'U'VY'gYbh'hc'h\Y'8YdUfha Ybh'7\U]f'k ]h'U'Wdmihc'h\Y'WbX]XUhY"''

5``j ch]b[ 'cb'dfca ch]cbg'k ]``fYa U]b'WbZ]XYbh]U'' J ]c'Uh]cb'cZ'WbZ]XYbh]U]hm'a Um'YUX'hc'X]gW]d]bUfm'UW]cb"''

H\Y'WbX]XUhY' à Umk f]hY'U'Vf]YZ'fYgdcbgY'h\Y' à Ya cfUbXi a 'k ]h' ]b'Zj Y'XUm'cZ'fYVW]j ]b[ ']h'']H\Y'dcfhZ]c'Wbbch' à cj Y'Zcfk UfX' i b'Ygg'h\Y'WbX]XUhY'\Ug'Y]h'Yf'dfcj ]XYX'U'k f]hYb'fYgdcbgY'h\Y'8YdUfha Ybh'7\U]f'Uh'\Y'cf'g'Y]g'XYW]b]b[ 'h'Xc'gc'cf'Ug'U'ck'YX'Zj Y'XUm'hc'd''

k f]HhYb WjhYf]U UbX h Y WbX]XUhY Ubbi U Ugg][ ba Ybhg UbX dYfZcfa UbW  
Yj U'i Uh]cbg" 5 WdmicZ h]g YhYf k ]` h Yb VY [ jj Yb hc h Y WbX]XUhY z k \c k ]`  
\Uj Y Zj Y XUm g hc fYgdcbXz]Z\Y#g\Y WccgYg hc Xc gc H Y dcfhZc]c Wbbch a cj Y  
Zcfk UfX hc h Y 7c`Y[ Y 7ca a ]HhYY i b`Ygg hc Y WbX]XUhY \Ug

għUħġib[ 'ċċ] għċċf 'Yf f-YWħda a YbXUħċċebż-ċċiċċi b]j Yfgħim DfYg] XYbħaż-ċċiċċi k \c ċċċiċċi] \għ-

"D"