

Promotions Criteria

POSITION	REQUIREMENTS
Assistant Lecturer	Candidates for appointment or promotion to the rank of Assistant Lecturer shall normally possess at least the Master's Degree in relevant disciplines with a CGPA or percentage score suitable for undertaking M.Phil./Ph.D. programmes. Such candidates must satisfy their Departments and Colleges that they possess the skills for sustained academic careers.
Lecturer II	<p>Normally, candidates for appointment to the rank of Lecturer II shall possess the Ph.D. Degree from this Trinity University or other Universities recognized by its Senate. Such candidates must exhibit the characteristics indicated on our conditions for appointment and promotion. Fresh Ph.D. holders may not be evaluated on the publication criterion. Faculty without the Ph.D. but who seek promotion from Assistant Lecturer to Lecturer II must show evidence that they have successfully defended their Ph.D. proposals with relevant years of Teaching experience.</p> <p>For the professional courses, candidates with the Master's Degree and full corporate registration certificates such as the COREN, CIBN, ICAN, LLM, etc. are appointed as Lecturer II.</p> <p>An Assistant Lecturer will automatically be up graded to the rank of Lecturer II up on obtaining a Ph.D. Degree. Those who earned promotion to Lecturer II before obtaining the Ph.D. shall be regraded on the appropriate salary scale. Movement to any other level for this category of staff shall be by promotion or by appointment.</p>
Lecturer I	<p>Candidates for appointment or promotion to the Lecturer I position shall in addition to meeting the requirements for the post of Lecturer II serve normally for a minimum of 3 years in a University or an institution of similar status or shall have had relevant professional experience elsewhere. The candidates must show Citation in Google Scholar. SCOPUS Citation shall be an added advantage.</p> <p>All candidates without the Ph.D. degree shall not progress beyond the rank of Lecturer I.</p>
Senior Lecturer	Possession of the Ph.D. or its equivalent is mandatory for promotion to this level. To be promoted from Lecturer I to Senior Lecturer, a candidate must have served a minimum of 3 years as Lecturer I and at least 5 years of teaching experience at a university or institution of similar status. Citation in google scholar is required across all levels.
Associate Professor	<p>Promotion from the rank of Senior Lecturer to the rank of Associate Professor shall be based on:</p> <ol style="list-style-type: none"> i. Outstanding research and publications. ii. Adequate experience including professional excellence and competent teaching. iii. Evidence of leadership in research and postgraduate supervision. iv. The residency period for promotion from Senior Lecturer to the rank of Associate Professor shall be at least 3 years. v. Exceptional teaching ability at the University level or in other institutions of identical status for at least 8 years and/or (3) three years post Ph.D.
Professor	<p>A Candidate to be appointed to the post of Professor must have served in the position of Associate Professor for at least 3 years. Such candidates must also satisfy the following criteria:</p> <ol style="list-style-type: none"> i. Outstanding research publications. ii. Adequate experience, including professional experience. iii. Evidence of leadership in research and postgraduate supervision. iv. Administrative competence. v. Exceptional teaching ability at the University level or in other institutions of identical status for at least 10 years and/or (5) five years post Ph.D.

MINIMUM NUMBER OF PAPERS REQUIRED FOR PROMOTION OF LECTURERS

LEVEL	MINIMUM NUMBER OF JOURNAL PAPERS
Graduate Assistant to Assistant Lecturer	No paper Required
Assistant Lecturer to Lecturer II with PhD	No paper Required
LEVEL	MINIMUM NUMBER OF JOURNAL PAPERS
Assistant Lecturer to Lecturer II without PhD	One (1) Journal paper OR one (1) referred proceeding
Lecturer II to Lecturer I with PhD	Three (3) Journal papers OR Two (2) Journal papers plus two (2) referred Proceedings
Lecturer II to Lecturer I without PhD	Five (5) Journal papers OR Four (4) Journal papers plus two (2) referred Proceedings.
Lecturer I to Senior Lecturer (PhD is compulsory as from this rank).	Eight (8) journal papers of which at least one (1) must be indexed in SCOPUS or the Thomson Reuters Web of Science™ impact factor journal plus four (4) referred proceedings. OR Ten (10) Journal papers of which at least one (1) must be indexed in SCOPUS or the Thomson Reuters Web of Science™ impact factor journal.
Senior Lecturer to Reader	Thirteen (13) Journal papers of which at least two (2) must be indexed in SCOPUS or the Thomson Reuters Web of Science™ impact factor journals, plus four (4) referred proceedings. OR Fifteen (15) Journal papers of which at least two (2) must be indexed in SCOPUS or the Thomson Reuters Web of Science™ impact factor journals.
Reader to Professor	Eighteen (18) Journal papers of which at least three (3) must be indexed in SCOPUS or the Thomson Reuters Web of Science™ impact factor journal, plus four (4) referred proceedings. OR Twenty (20) Journal papers of which at least three (3) must be indexed in SCOPUS or the Thomson Reuters Web of Science™ impact factor journals.