

## Ibn Rushd Research Professorship Policy & Procedure

Responsible Executive: Vice President for Academic Affairs

Responsible Office: Faculty Affairs

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جامعة الملك عبد الله  
للعلوم والتقنية  
King Abdullah University of  
Science and Technology



### 1. Overview

This procedure describes the process to appoint promising **Saudi** candidates in the Ibn Rushd Research Professorship program at KAUST.

### 2. Scope

The procedure applies to Saudi candidates who:

1. by the time their application is considered for appointment as Ibn Rushd Research Professor are still enrolled in a doctoral program at a reputable university with the expectation that their PhD degree or its equivalent will be soon conferred or;
2. already completed their PhD and who would need additional time to develop their credentials or;
3. finished their post-doctoral fellowship and would need additional time to develop their academic credentials.

### 3. Procedure

3.1 Saudi talents will be identified by Academic Programs and /or Divisions, through targeted campaigns with the help of head-hunting agencies and by informal network of scouts. Deans of Divisions with the help of program chairs will have the autonomy of reviewing and selecting candidates as different disciplines dictate different selection criteria. Ibn Rushd Research Professor positions will be advertised and candidates can directly apply on the [KAUST Ibn Rushd Professorship Program webpage](#).

The role of Divisional Deans will be to not only select potential candidates but also prepare with them a formal mentoring program where they appoint a formal mentor and outline the expected research and teaching components.

#### **Research:**

The Ibn Rushd Research Professors will be funded through a baseline to work on research projects that can be defined with the help of their mentors. They will be given the opportunity to co-supervise PhD students.

They are also expected to apply and earn their own funding (special CRG grants) to gain independence, learn how to pursue their own research and run research labs.

#### **Teaching:**

Being on the same level as Assistant Professors, Ibn Rushd Research Professors are expected to take on teaching responsibilities. Divisional Deans are invited to develop special mentoring if needed.

#### 4. Business Process

- 4.1 Upon the candidate's presentation of a professional talk to the leadership panel and upon approval from the President, the candidate will be hired as an "Ibn Rushd Research Professor" for a period not exceeding 3 years. The Dean submits his/her dossier to the Vice-President for Academic Affairs (Provost in the future) via the Office of Faculty Affairs and it must include: A CV; at least 3 letters of reference, samples of scholarly work, and details of the proposed mentoring plan with the name of the formal mentor. A copy of the dossier will be forwarded to the President. The office of Faculty Affairs will communicate the President's final decision and issue the appointment letter to the candidate. The three year contract will be subject to annual reviews and terminable on not less than six months written notice from the end date and should not serve more than three years (including the terminal year) at this rank.
- 4.2 Upon successful completion of the Ibn Rushd Research Professorship program (or other equivalent scholarly or professional work), the candidate becomes eligible for an appointment at the rank of Assistant Professor subject to PAC Promotions and Appointments Committee assessment and President's approval. The promotion clock begins with the appointment as Assistant Professor. A new offer letter of terms and conditions of employment for the appointment at the rank of Assistant Professor will be issued by the President.
- 4.3 Material submitted for the "Ibn Rushd Research Professor" to be considered at PAC must include: CV, new letters of reference, a research statement and a teaching statement. A letter from the Dean and the formal mentor detailing the mentoring plan and how it was met must also be included in the PAC file. The candidate is expected to give two talks while s/he visits KAUST, a technical talk and another one to the senior leadership panel before the PAC presentation. This talk is an extra one from the one presented at their initial appointment to the program.

#### 5. Help

Questions about this procedure? Contact [facultyaffairs@kaust.edu.sa](mailto:facultyaffairs@kaust.edu.sa)

#### **APPROVED BY**



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