



1. Standards for Academic Staff of a Higher Education Institutions

No	Position	Minimum Entry Requirements	Next Level	Condition for Promotion
1	Library Assistant	Advanced Diploma in Library Studies or related field	Librarian	
2	Librarian	Bachelors degree in Library studies or related field	Senior Librarian	
3	Senior Librarian	Masters in Library studies or related field	Principal Librarian	
4	Principal Librarian	Master in Library studies or related field	Director Library Services	
5	Director Library Services/Chief Librarian	Mphil or PhD in Library studies or a related field		
6	Teaching Assistant	1st Degree with a minimum of second class upper division	Assistant Lecturer	Masters degree with thesis
7	Assistant Lecturer	Masters/Specialist degree with thesis	Lecturer	Two publications in refereed journals and 2 years work experience as Assistant Lecturer
8	Lecturer	Masters/Specialist degree with two publications in refereed journals or PhD/Specialist degree	Senior Lecturer	At least 5 publications (3 of which the concerned individual should be the first Author) in international refereed journals and 4 years work experience as a lecturer
9	Senior Lecturer	PhD/Specialist degree plus at least 5 publications (At least 3 of which the concerned individual should be the first Author) in international refereed journals	Associate Professor	At least 10 publications (5 of which the concerned individual should be the first Author) in international refereed journals and 6 years work experience as Senior

10	Associate Professor	PhD/Specialist degree + 10 publications (At least 5 of which the concerned individual should be the first Author) in international refereed journals and 8 years relevant post PhD qualification experience	Professor	At least 15 publications (8 of which the concerned individual should be the first Author) in international refereed journals and 6 years work experience as Senior
11	Professor	PhD/Specialist degree + 15 publications (At least 8 of which the concerned individual should be the first Author) in refereed journals and 12 years relevant post PhD qualification experience	Emeritus Professor	

2. Standards for Administrative Staff of a Higher Education Institution

No	Position	Minimum Requirements
1	Vice Chancellor/ President/ Rector	A PhD and a full Professor with at least 12 years relevant work experience (in both academic and administrative functions) in a University.
2	Pro/Deputy Vice chancellor/ Vice President/ Vice Rector	A PhD and an Associate Professor with at least 10 years relevant work experience in a University.
3	Registrar	A Master's degree with at least 10 years relevant work experience in a University.
4	Provost	A PhD and an Associate Professor with at least 7 years relevant work experience in a University.
5	Dean/Principal	A PhD and an Associate Professor with at least 5 years relevant Post PhD qualification work experience in a University.
6	Deputy Deans of faculties/ schools	A PhD and a Senior Lecturer with at least 7 years relevant work experience in a University/College.
7	Heads of departments	A PhD and a Senior Lecturer with at least 5 years work experience in a University/College.

3- Standards for Administrative Staff of a Medical College/Institution

No	Position	Minimum Requirements
1	Vice Chancellor/ President/ Rector	A full Professor with at least 5 years work experience as a Professor
2	Pro/Deputy Vice chancellor/ Vice President/ Vice Rector	A PhD/Specialist Degree with at least 3 years work experience as an Associate Professor
3	Provost	A PhD/Specialist Degree with at least 2 years work experience as an Associate Professor
4	Deans of faculties/ schools	An Associate Professor with a PhD/Specialist Degree
5	Deputy Deans of faculties/ schools	A PhD/Specialist Degree with at least 7 years work experience as a senior lecturer
6	Heads of departments	A PhD/Specialist Degree with at least 5 years work experience as a senior lecturer

4 Standards for Academic Staff of a Medical College/Institution

No	Position	Direct Minimum Entry Requirements	Next Level	Condition for Promotion
1	Lecturer	Recognized undergraduate and postgraduate Medical qualification in the relevant field with a minimum of three years teaching experience in a recognized Medical College/Institution as a tutor Note: The required experience for equating a Consultant or Specialist (after possessing postgraduate medical degree in the relevant field) working in a concerned specialty in a minimum 300 bedded hospitals as Lecturer shall be at least 4 years. Such Consultant after joining a Medical College/institute shall be designated as Lecturer.	Senior Lecturer	At least 2 publications as the first Author in international refereed journals and 4 years work experience as a lecturer.

2	Senior Lecturer	Recognized undergraduate and postgraduate Medical qualification at PhD Level/Equivalent in the relevant field with at least 3 research publications as first Author in international refereed journals with a minimum of 6 years teaching experience in a recognized Medical College/Institution. Note: The required experience for equating a Consultant or Specialist (after possessing postgraduate medical degree in the relevant field) working in a concerned specialty in a minimum 300 bedded hospitals as Senior Lecturer shall be at least 8 years with 2 research publications in international refereed journals as First or Corresponding Author. Such Consultant after joining a Medical College/institute shall be designated as Senior Lecturer.	Associate Professor	At least 5 research publications and three (3) as first Author in International refereed journal(s) and 5 years work experience as Senior Lecturer.
3	Associate Professor	Recognized undergraduate and postgraduate Medical qualification at PhD Level or Equivalent in the relevant field with at least 6 research publications (with 3 as first Author) in international refereed journals with a minimum of 8 years teaching experience in a recognized Medical College/Institution. Note: The required experience for equating a Consultant or Specialist (after possessing postgraduate medical	Professor	At least 6 publications (3 of which the concerned individual should be the first Author) in international refereed journals and 6 years teaching experience as Associate Professor.

	degree in the relevant field) working in a concerned specialty in a minimum 300 bedded hospital as Associate Professor shall be at least 13 years with 3 research publications in international refereed journals as First or Corresponding Author. Such Consultant after joining a Medical College/institute shall be termed "Designate Associate Professor" and on completion of two years' experience in the capacity of Designate Associate Professor, such person shall be Associate Professor.		
4	Professor Recognized undergraduate and postgraduate Medical qualification at PhD Level or Equivalent in the relevant field with at least 10 (6 of which the concerned individual should be the first Author) research publications in international refereed journal(s) with a minimum of 12 years teaching experience in a recognized Medical College/Institution. Note: The required experience for equating a Consultant or Specialist (after possessing postgraduate medical degree in the relevant field) working in a concerned specialty in a minimum bedded hospital as Professor shall be more than 18 years with 6 research publications in international refereed journals as First or Corresponding Author. Such Consultant after joining a		

	Medical College/institute shall be termed a "Designate Professor" and on completion of four years' experience in the capacity of Designate Professor, such person shall be designated as Professor.		
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