Rights and Interests of International Faculty NTNU

4. Faculty Promotion

<table>
<tr><th>Category</th><th>Related Regulations and Provisions</th></tr>
<tr><td>Faculty Promotion</td><td>
1. Newly Appointed Faculty Promotion Deadlines
i. If a newly appointed faculty member fails to receive promotion within a period of six (6) years, their contract shall be extended for one (1) more year. If they are not promoted within the space of that year, their contract shall not be renewed.
ii. In the following circumstances, and with the approval of the three (3) councils of the Faculty Evaluation Committee, the deadline by which a faculty member must be promoted may be extended. Each extension may not exceed a period of two (2) years:
1. Serious illness or injury
2. Unpaid childcare leave
3. Pregnancy or childbirth
2. Faculty Promotion Requirements and Regulations
<table>
<tr><td>Basic Requirements</td><td>1. A promotion to Rank of Assistant Professor:
● Has been a lecturer for a minimum of four (4) yea and has published.
● Has received a PhD as a lecturer and has publishe
2. A promotion to Rank of Associate Professor:
● Has been an assistant professor for a minimum o three (3) years and has published.
3. A promotion to Rank of Professor:
● Has been an associate professor for a minimum c three (3) years and has published.</td></tr>
<tr><td>Application Periods</td><td>●Once per academic semester.
●Faculty must submit an application to their departme (graduate institute) head before the deadlines of September 10 or March 10. If these deadlines are missed, the faculty member shall wait till the next semester to apply.</td></tr>
<tr><td>Promotion Restrictions</td><td>●The faculty member must be actively teaching during the period of application and the period during whic the promotion becomes effective.
●Faculty serving as visiting faculty in institutions outsid</td></tr>
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			NTNU may not apply for promotion. ●If the faculty member is unsuccessful in his/her application for promotion, he/she may not apply for promotion the following semester. ●If a yearly average of 3.5 has not been reached in course evaluations over the past three (3) years, the faculty member may not apply for promotion. ●If the faculty member has failed his/her most recent assessment, the faculty member may not apply for promotion. ●Faculty members at retirement age may not apply for promotion.
		Promotion Assessment Criteria	1. **Research:** Works, publications, achievement certificates, or technical reports should be concurrently sent to five (5) scholars or experts for review; at least four (4) of the reviewers should give the reviewed material a grade of B or above. 2. **Teaching:** A score of 80 or above. 3. **Service:** A score of 80 or above. 4. If the faculty member receives passing grades in all the above categories (e.g. research, teaching, and service), his/her application for promotion shall be considered successful.

● Due to space constraints, we have offered a condensed summary of applicable laws and regulations in the hopes that it will assist faculty in understanding their rights and interests. In the case of any uncertainty, **the actual laws and regulations shall prevail.** For further inquiries, please feel free to contact the NTNU Personnel Office.