



UNIVERSITEIT VAN DIE VRYSTAAT
UNIVERSITY OF THE FREE STATE
YUNIVESITHI YA FREISTATA

POLICY - CATEGORY OF SENIOR PROFESSOR
(Approved by Senate on 26 February 2004)

1. Academic requirements for the appointment of a Senior Professor

These requirements may be adjusted by faculties according to their distinctive needs, but a special reasoned argument is required for differences between faculty guidelines and the general guidelines contained in this document.

- 1.1 A Senior Professor should be clearly distinguishable from a full professor and the establishment of such a rank should not lower the current promotion requirements for full professors. The requirements for senior professor should clearly be higher than those for full professors.
- 1.2 A doctorate in the relevant discipline is a fundamental prerequisite, also in cases where a doctorate is not normally required for promotion to full professor. Faculties should decide which disciplines are appropriate to the faculty concerned.
- 1.3 In some cases membership of the appropriate professional association may be an important requirement, for example, Law, Architecture, Quantity Surveying and Accountancy. Faculties should formulate guidelines in this regard, but should also make provision for a person being promoted on academic merit rather than solely on professional status.
- 1.4 A strong research record of no fewer than 30-40 publications in accredited journals (or as prescribed by the faculty) and at least two publications per year for the past three years, are required (see also Clause 1.1 above).
- 1.5 The quality of the research outputs should be critically evaluated, for example, whether the publications are in accredited journals of high quality. Books approved by the Department of Education for subsidy purposes may also be taken into account.
- 1.6 Account should be taken of average or above-average quantifiable contributions to teaching/learning and/or community service learning
- 1.7 International exposure and reputation as illustrated by the attendance of and contributions to international conferences, as well as collaboration internationally,

demonstrated by joint publications, will serve as a strong recommendation.

- 1.8 An NRF rating will serve as a strong recommendation, if applicable.
- 1.9 Involvement with editorial committees of subject journals, especially international journals, can be considered.
- 1.10 An evaluation should be done every three years to demonstrate that Senior Professors meet the criteria in a sustainable manner (see conditions below). The performance evaluation system of the faculties should be taken into account in this.

2. Conditions and guidelines for appointment as Senior Professor

- 2.1 The rank of Senior Professor is created specifically for both status and salary promotion of full professors who perform exceptionally. Although some professors may currently be remunerated at a salary scale above that of the maximum of a professor, they do not necessarily qualify for the rank of Senior Professor.
- 2.2 The promotion to Senior Professor is therefore both a status and salary promotion.
- 2.3 The salary of a Senior Professor starts at **two notches** above the maximum salary of a full professor. There are no automatic salary increases; only merit-based increases to an additional four notches based on an approved evaluation process.
- 2.4 The position of Senior Professor is evaluated every three years. In the case of an incumbent not meeting the evaluation criteria, he/she loses his/her status as Senior Professor. This implies that he/she does not lose the initial two notches, but only the merit notches.
- 2.5 Current professors with salaries above the maximum of a professor's salary will not be affected. They may apply for the position of Senior Professor with the opportunity of earning more merit notches.
- 2.6 Promotion to Senior Professor follows the normal faculty procedures for promotion, for approval by Executive Management and Council.
- 2.7 Such promotions are financed from normal SLE budgets, like other promotions.