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Criteria for Faculty Appointments and Promotions in the Specialist Track

This track is designed for high-level specialists who, based on their status and professional experience, are well known in Israel and/or abroad for their contributions in their field of expertise. This sub-track is intended for the appointment of faculty members who work in professional capacities, such as clinicians, therapists, jurists, information professionals, individuals who work outside traditional academia, and experts in teaching didactics and in other fields.

Appointments and promotions in this specialist track will be made after examination of the candidate's expertise and contribution to the university, his/her departmental performance, indispensability to the department, teaching achievements, contribution to the relevant research community and the candidate's education. In particular, the candidate's scientific and professional contributions will be considered, as manifested in publications in peer-reviewed journals, other professional publications in the candidate's field of expertise, and participation in professional conferences in Israel and abroad.

Practical experience and a high level of professional expertise in the candidate's area of specialization are necessary conditions for promotion in the specialist sub-track.

The following criteria will be taken into consideration in the appointment and promotion of faculty members in the specialist track:

Senior Lecturer

Education: Candidates for all ranks must hold a doctoral degree (except in special cases, which require the Rector's approval).

Licensing: Candidates for all ranks must be formally licensed in the relevant field.

Activities in Israel, such as:

- Membership on professional/clinical committees, teams and forums.
- Team leadership (junior management).
- Consulting for professional organizations.
- Partnership in developing clinical means/diagnostic methods or therapeutic experience in the field.

- Activities on the national level testifying to a high degree of expertise in the professional field.

Reputation: Active participation in national and/or international professional conferences.

Publications and scientific and professional activities:

- Publication in professional and scientific journals in the field.
- Publication in periodicals published by professional organizations.
- Writing professional reports.
- Writing textbooks and preparing programs of study.

Research Grants: Competition and submission of grant's application, research grants or industrial ones (as PI or Co-PI or CI).

Teaching: Candidates for all ranks must demonstrate a high level of teaching.

Supervision: Candidates for all ranks must supervise students (in accordance with the regulations), particularly at the higher ranks.

Contribution to the department, the faculty and the university: Candidates for all ranks are expected to participate in departmental activities and in statutory ad hoc committees at the departmental, faculty and university levels.

Associate Professor

Education: Candidates for all ranks must hold a doctoral degree (except in special cases, which require the Rector's approval).

Licensing: Candidates for all ranks must be formally licensed in the relevant field.

Activities in Israel and abroad: In addition to the requirements for the rank of senior lecturer, candidates for the rank of associate professor must demonstrate senior level management of systems in the area of expertise, as well as national and international activity testifying to a high level of expertise and leadership in the field, such as:

- Managing a unit, managing a system, serving as head of a professional association (senior management).
- Instructing professional groups and establishing training centers.
- Providing expert opinions to an official organization.

- National and international activity testifying to a high degree of expertise and leadership in the professional field.

Reputation: Active participation in national and international professional conferences; serving as symposium chair; giving an invited lecture or membership on the organizing committee of national and international conferences.

Publications and scientific and professional activities: In addition to all the requirements for the rank of senior lecturer, candidates for the rank of associate professor must obtain external research grants.

Research Grants: Winning of competitive research grants as PI (or Co-OI).

Teaching: Candidates for all ranks must demonstrate a high level of teaching.

Supervision: Candidates for all ranks must supervise students (in accordance with the regulations), particularly at the higher ranks.

Contribution to the department, the faculty and the university: Candidates for all ranks are expected to participate in departmental activities and statutory ad hoc committees at the departmental, faculty and university levels.

Full Professor

Education: Candidates for all ranks must hold a doctoral degree (except in special cases, which require the Rector's approval).

Licensing: Candidates for all ranks must be formally licensed in the relevant field.

Experience, expertise and professional contribution: In addition to the requirements for the rank of associate professor, candidates for the rank of full professor must demonstrate outstanding professional achievements showing that the candidate is a major and leading figure in the field on an international level.

Reputation: In addition to the requirements for the rank of associate professor, candidates for the rank of full professor must demonstrate outstanding professional achievements showing that the candidate is a major and leading figure in the field on an international level.

Publications and scientific and professional activities: In addition to all the requirements for the rank of associate professor, candidates for the rank of full professor must have outstanding professional publications and professional activities showing that the candidate is a major and leading figure in the field on an international level.

Research Grants: Winning of highly competitive research grants as PI (or Co-PI).

Teaching: Candidates for all ranks must demonstrate a high level of teaching.

Supervision: Candidates for all ranks must supervise students (in accordance with the regulations), particularly at the higher ranks.

Contribution to the department, the faculty and the university: Candidates for all ranks are expected to participate in departmental activities and statutory ad hoc committees at the departmental, faculty and university levels.

General comment with respect to all ranks:

The extent of the scientific achievements required for promotion becomes broader in accordance with the scope of the appointed position, particularly with respect to publications, research grants, international visibility and international prizes.