

NUST Faculty Promotion and Research Excellence Guidelines

Introduction:

The National University of Sciences and Technology (NUST) aims to ensure that its faculty members are distinguished through their achievements and development. The promotion mechanism at NUST is formulated to evaluate the performance of faculty members on a fair and systematic basis and reward their contributions across various domains. The promotion mechanism at NUST is transparent, rigorous and based on multiple criteria, reflecting the university's commitment to promoting academic excellence, professional development and research advancements.

Promotion KPIs at NUST:

At NUST, faculty promotion is guided by a well-established and comprehensive promotion mechanism. The promotion process is based on a number of criteria, which are carefully reviewed to ensure that deserving faculty members are recognized. These criteria include:

1. **Annual Appraisal Reports (AAR):** Each faculty member is required to initiate an Annual Appraisal Report (AAR) outlining their achievements over the course of the academic year. This report covers the faculty member's performance and growth in various areas, including teaching, research, administrative duties and community engagement throughout year. Faculty member's documented activity in all area is then numbered for quality and accordingly graded by the HoD and Principal. This AAR has serves as an official document that provides an overview of the faculty member's contributions, which is carefully reviewed during the promotion process.
2. **Funding:** Faculty members' ability to obtain research funding plays a critical role in their promotion. Securing competitive research grants demonstrates the faculty member's ability to contribute to the academic and research environment of the university. This includes external funding from international and national sources, as well as contributions from industry. Faculty members who consistently secure funding for research projects will be favorably evaluated during the promotion process.
3. **Supervision:** Supervision of students, both at the undergraduate and postgraduate levels, is another key element of the promotion process. Faculty members who exhibit effective mentoring and guidance, fostering the academic and professional growth of their students, are recognized for their contributions. The ability to supervise students on challenging research projects, particularly in areas requiring interdisciplinary or multidisciplinary expertise, is considered highly valuable.

4. **Teaching excellence:** Teaching is a fundamental responsibility of faculty members, shaping the quality of education and student learning outcomes. To ensure and enhance this excellence, we assess faculty performance through multiple channels, including student feedback, peer reviews, and the effective utilization of innovative teaching methods.
5. **Awards and Honors:** Awards and honors are a significant indicator of a faculty member's recognition and impact in their academic and professional fields. At NUST, faculty members who receive prestigious awards, distinctions, or honors at national or international levels are highly regarded in the promotion process.
6. **Publications:** One of the most critical criteria for faculty promotion is publication in academic and research journals. The quality of publications is gauged using the number of citations and associated metrics, like H index, quartile rank of the publications, publishing venues etc. At NUST, we place particular emphasis on three types of research publications:
 - a. **Multidisciplinary Research:** Involves researchers from different disciplines working together on a common problem, each using their own approaches and knowledge. This approach addresses complex issues that a single discipline cannot solve, broadening the university's academic impact.
 - b. **Interdisciplinary Research:** Integrates theories, concepts and methods from multiple disciplines to solve problems or explore new knowledge. This collaborative approach fosters innovation and enhances the university's reputation both nationally and internationally.
 - c. **Cross-Disciplinary Research:** Involves collaboration across disciplines, applying knowledge from various fields to tackle real-world challenges. Though methods may not integrate, it promotes creativity and contributes to the university's culture of innovation and collaboration.

Additionally, NUST recognizes and gives due credit to faculty members engaged in **multi-disciplinary, inter- disciplinary and cross-disciplinary research**. Research that integrates multiple fields or bridges disciplinary boundaries is highly valued, as it fosters innovation and addresses complex global challenges. Such collaborative research efforts are equally considered when evaluating faculty for promotion, reflecting the institution's commitment to fostering a dynamic and interdisciplinary research environment.

Role of Research Directorate and SINES:

The **Research Directorate** at NUST serves as a central hub dedicated to facilitating and advancing research across the various institutes of the university. Its primary role is to provide faculty members with the necessary resources, infrastructure and financial support to conduct high-quality research. The Directorate plays a vital role in encouraging collaborations within and outside NUST, fostering connections between different institutes and promoting partnerships with external academic, industrial and governmental organizations.

Furthermore, NUST has a well-established institute, the **School of Interdisciplinary Engineering and Sciences (SINES)**, which plays a critical role in supporting and fostering interdisciplinary research. SINES provides faculty members with the infrastructure, resources and collaborative environment needed to conduct high-quality research across multiple disciplines. The institute serves as a hub for research collaborations, enabling faculty to work across boundaries and produce impactful research in both fundamental and applied domains. The research outcomes from SINES contribute to NUST's overall reputation for excellence in education and research.

Research Details and Promotion Process:

To facilitate the promotion process, the research details of each faculty member are forwarded to the Research Directorate. This allows for a comprehensive evaluation of the faculty member's research output, funding achievements and contributions to collaborative and multidisciplinary research projects. The Directorate evaluates these details in alignment with the established criteria, ensuring that the promotion process is fair and transparent.

The Research Directorate works closely with SINES to review the research activities and ensure that faculty members are provided with the necessary resources, mentorship and guidance to continue excelling in their academic and research careers. This collaboration ensures that NUST maintains a high standard of excellence in research and fosters an environment where faculty can achieve their full potential.

Conclusion:

The promotion mechanism at NUST is designed to provide a fair, transparent and comprehensive framework for evaluating the performance of faculty members. The criteria for promotion, including funding, supervision, feedback, Annual Appraisal Reports and publication, ensure that faculty members are recognized for their contributions to both teaching and research. The emphasis on multidisciplinary, interdisciplinary and cross-disciplinary research highlights NUST's commitment to fostering innovation and collaboration. Through the support of the Research Directorate and SINES, NUST ensures that its faculty members have the resources and opportunities to excel, driving forward the university's mission of academic and research excellence.