

## **Article 11**

The candidate recruited on the rank of Assistant Professor should have a Doctorate Degree or an equivalent one from a Saudi university, or from another accredited one. The University Council has the right to add further requirements.

## **Article 12**

Whenever deemed necessary, and upon the recommendations of the Department and College Councils, as well as the Scientific Council a candidate can be recruited on the rank of Assistant Professor without having a Doctorate Degree in the specializations which do not grant such a degree, according to the following regulations: 1. The candidate should have a Master's Degree or an equivalent degree from a Saudi university, or another accredited one. 2. The candidate should have spent at least three years in lecturer position. 3. The candidate's academic achievement should be less three published professional achievements after obtaining the Master's Degree, one of which is a single work. The presented academic work should comply with Article (29) of the herein stated Regulations.

## **Article 13**

Controls for the recruitment of the rank of Associate Professor in compliance with the provisions of Article (12), are as follows: 1. Obtaining a Doctorate Degree from a Saudi University or another accredited one. 2. Having least a four-year experience as a University staff member after being recruited as an Assistant Professor. 3. Being promoted to the rank of Associate Professor by a Saudi University or another accredited one.

## **Article 14**

Controls for the recruitment of the rank of Professor, in compliance with the provisions of Article (12) are as follows:

1. Obtaining a Doctorate Degree from a Saudi University or another accredited one.

2. Having least eight-year experience as a University staff member, four of which at least as an Assistant Professor.
3. Being promoted to Professorship by a Saudi University or another accredited one.

## **Article 15**

Staff members are recruited upon the recommendations of the Department and University Councils, the Scientific Council, and upon a resolution issued by the University Council.

## **Article 16**

\* Articles (16) and (17) were amended by the Higher Education Council Resolution No. (12/44/1427 H) dated 21/10/1427 H. and endorsed by the Royal Approval No. (1086/mb) dated (26/1/1428 H).

1. Any employee who is transferred to the ranks of University staff members, lecturers, or demonstrator and holds a Doctorate Degree is classified as an Assistant Professor according to the degree's major. In which case, s/he shall be recruited on the Assistant Professor's first rank. If her/his salary when being transferred is similar or more than that of this category, s/he shall be granted the salary of the first category that exceeds her/his salary. If the salary exceeds the last salary of the assistant professor rank, s/he shall be granted the difference between the two salaries in the form of remuneration until there is no difference either due to promotion or bonus.
2. If the reclassified candidate is a former staff member, s/he shall be recruited on the academic degree formerly held by her/him and in which case the Regulations of paragraph (1) above stated applies to her/him.
3. If the transferred candidate acquired experience after obtaining the academic qualifications needed for recruitment, and if the expected salary according to Paragraph (1) of the present Article is less after calculating the years of experience, then her/his experience shall be calculated on the basis of a bonus

given for each year of experience acquired her/his field of specialization. Provisions stipulated in Paragraphs (1, 2 and 3) shall apply to candidates holding Bachelor and Master's degrees to be recruited on the Teacher Assistant or Lecturer ranks.

### **Article 17**

The candidate, who acquired experience after obtaining the academic degree needed for recruitment and is not included in Article (16) , shall receive a bonus for each year of experience if it is in the field of specialization.

### **Article 18**

Staff members and the like shall be recruited to the first category of the job rank. If her/his salary upon recruitment is similar or exceeds that of this category, s/he shall be given the salary of the first category that exceeds the assigned salary. Promoted staff members and the like shall be given the salary of the first category of the job rank to which s/he is being promoted. If the assigned salary upon promotion equals, or exceeds, that of this degree, the salary of the first degree that exceeds the assigned salary shall be given to her/him.

### **Article 19**

Staff members, Lecturers, and Teacher Assistants shall receive the same bonuses and merits assigned to state's employees as follows:- Teacher Assistant Rank Eight?Lecturer Rank Nine- Assistant Professor Rank Twelve- Associate Professor Rank Thirteen- Professor Rank Fourteen Monthly transportation allowance assigned for the rank of Professor is SR 650.

### **Article 20**

If the Professor's salary reaches the final category of staff members' payroll, s/he shall be given the annual bonus. This is only applies to staff members assigned on the rank of Professor.