

## Appointment Regulations // Senior Faculty

Ranking and promotion criteria for lecturers in regular and academic tracks

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Teaching track

CV template

The Council for Higher Education's higher committees' regulations for professorial appointment in higher education institutions

### **Ranking and promotion criteria for lecturers in regular and academic tracks**

This track is intended for lecturers in engineering and academic fields, as customary in all higher education institutions, and includes four ranks: lecturer // senior lecturer // associate professor // full professor.

#### A. Lecturer

- Those appointed to this rank must hold at least a master's degree\*
- Suitable professional standing
- Scientific contribution and research achievements
- Teaching quality: successful experience in teaching positions at Shenkar or other higher education institutions
- Academic innovation
- Interdisciplinarity
- Contribution to the institution and community
- Success in related professional positions outside academia

#### B. Senior Lecturer

- Those appointed to this rank must hold at least a doctorate\*

- Suitable professional standing and reputation
- Scientific contribution and research achievements
- Teaching quality: success in teaching positions at Shenkar or other higher education institutions
- Academic innovation
- Interdisciplinarity
- Contribution to the institution and community
- Success in related professional positions outside academia

#### C. Associate Professor

- According to professorial appointment/promotion regulations approved by the Council for Higher Education (which occasionally updates the regulations).
- The candidate's professional record since reaching their current rank is also taken into consideration, such as nationally and globally recognized publications, published on professional platforms in Israel and abroad.
- If the candidate has held key positions in their department and academy, shaped the curriculum and demonstrated teaching ability, this should also be taken into consideration.
- For appointment and promotion at this rank, at least six recommendations are required from comparably ranked peers, at least three of which are from abroad.

#### D. Full Professor

- According to professorial appointment/promotion regulations, approved by the Council for Higher Education (which occasionally updates the regulations).
- The candidate's professional record since reaching their current rank is also taken into consideration, such as nationally and globally recognized publications, published on professional platforms in Israel and abroad

- If the candidate has held key positions in their department and academy, shaped the curriculum and demonstrated teaching ability, this should also be taken into consideration.
- For appointment and promotion at this rank, at least six recommendations are required from comparably ranked peers, at least three of which are from abroad.

\*Candidates who do not meet the academic criteria will be discussed by the exceptions committee when sitting as the appointments committee.

### **Ranking and promotion criteria in the parallel track — creator (creative artists, designers and architects)**

This unique track is intended for lecturers who are actively engaged in art, design and architecture and includes four ranks: lecturer // senior lecturer // associate professor // full professor.

#### A. Lecturer

Research and craft:

- Those appointed to this rank must hold at least a bachelor's degree\*.
- Participated in group or solo exhibitions, or led significant, high-quality projects in design, art and architecture.
- Research.

Teaching:

- Teaching and advising quality: success in teaching and advising roles at Shenkar or other higher education institutions.
- Academic contribution.
- Academic innovation.
- Academic contribution to the department.
- Interdisciplinarity.
- Contribution to the institution and community.

Public contribution:

- Success in related professional positions outside academia.

## B. Senior Lecturer

### Research and craft:

- Those appointed to this rank must hold at least a bachelor's degree\*.
- Demonstrated artistic and design accomplishments over time, equivalent to that required of those who have progressed through the entire academic track up to the suggested rank.
- Participated in group exhibitions or led high-quality projects of breadth in design, art and architecture.
- Presented at least two solo exhibitions in recognized galleries, or led projects of breadth and quality in design, art and architecture.
- Research.

### Teaching:

- Quality of teaching and advising: success in teaching positions in academia or within other higher education institutions.

### Academic contribution:

- Academic innovation.
- Academic contribution to the department.
- Interdisciplinarity.

### Contribution to the institution and community:

- Public service.
- Success in related professional positions outside academia.

Those appointed directly to the senior lecturer rank or higher will be asked to demonstrate design and artistic accomplishments equivalent to that required of those who have progressed through the entire academic track up to this rank. To appoint and promote a senior lecturer, at least three recommendations are required, from peers at a rank parallel to the candidate's (with a comparable or higher degree in academic institutions, or at the appropriate level in a professional role).

## C. Associate Professor

- According to the professorial appointment and promotion regulations, approved by the Council for Higher Education.

- The candidate's professional record since reaching their current rank should be taken into consideration. This includes nationally or globally recognized work that has been published on professional platforms in Israel and abroad and/or participation in representative group and solo exhibitions in galleries and museums in Israel and abroad, leading significant, high-quality projects in design and art. Candidates who have held key positions in their department and the academy, shaped the curriculum and demonstrated teaching ability will also have this taken into consideration.
- For appointment and promotion at this rank, at least four recommendations are required from peers at a similar level, at least two of which are from abroad.

#### D. Full Professor

- According to the professorial appointment and promotion regulations approved by the Council for Higher Education.
- The candidate's professional record since reaching their current rank must also be taken into consideration. This includes continued creative engagement with national and international recognition, notable contributions to the development of art and design in Israel, and contributions to art and design teaching and education. Six recommendations are required from comparably ranked peers, at least three of which are from abroad.

\*Candidates who do not meet the academic criteria will be discussed by the exceptions committee when sitting as the appointments committee.

**The parallel professional track is in areas other than research, craft or teaching. This track is intended for recruiting and promoting recognized professionals specializing in a subject taught at the institution, who possess professional leadership ability, years of experience, and can serve as inspiring educators for students and faculty members in their specialties.**

- The appointment, promotion and tenure procedures in this track are the same as the regular track.
- In this track, there is an option to advance to the rank of "professor of practice".

- Excellence in teaching is a necessary condition for further promotion in this track.

### **Ranking and promotion criteria in the parallel professional track**

This unique track is intended for lecturers who are recognized professionals specializing in a subject taught at the institution and includes four ranks: lecturer // senior lecturer // associate professor // full professor.

#### **A. Lecturer**

Expertise and research:

- Those eligible for appointment to the professional rank must be experts in their field with at least a bachelor's degree\*.
- Status or reputation acquired by the candidate or teacher in the relevant professional community.
- Success in professionally relevant roles outside the college.
- Research.\*\*

Teaching:

- Teaching and advising quality: success in teaching and advising roles at Shenkar or other higher education institutions.
- Academic contribution.
- Academic innovation.
- Academic contribution to the department.
- Interdisciplinarity.

Contribution to the institution and community.

- Public service:
- Success in related professional positions outside academia.

#### **B. Senior Lecturer**

Research and craft:

- Those appointed to this rank must hold at least a bachelor's degree\*.

- Candidates will be asked to demonstrate professional activity equivalent to that required of those who have progressed through the entire academic track up to the suggested degree.
- Participation in professional conferences or led significant, high-quality projects on professional subjects.
- Research.\*\*

#### Teaching:

- Quality of teaching and advising: success in teaching positions in academia or within other higher education institutions.

#### Academic contribution:

- Academic innovation.
- Academic contribution to the department and institution.
- Interdisciplinarity.

#### Contribution to the institution and community:

- Public service.
- Success in related professional positions outside academia.

Those who are appointed directly to the senior lecturer rank or higher will be asked to demonstrate cumulative professional activity equivalent to that required of those who have progressed through the entire academic track up to the suggested rank. For a senior lecturer's appointment and promotion, at least three recommendations are required, from positions comparable to the proposed rank (with an equivalent or higher degree in academia or at the appropriate level in a professional role).

#### C. Associate Professor

- According to the professorial appointment and promotion regulations approved by the Council for Higher Education.
- In addition, the candidate's professional record since reaching their current rank should be taken into consideration, such as senior professional leadership in specific areas of national significance, leading large projects/notable positions in institutions and committees at the national and international level, organization and active participation in professional

conferences/exhibitions in their specialty, and professional or academic publications on relevant and well-regarded platforms highlighting their field.

- The candidate has held key positions in their department/institution/academy, shaped the curriculum and demonstrated teaching ability.
- For appointment and promotion at this rank, at least four recommendations are required from comparably ranked peers, at least two of which are from abroad.

#### D. Full Professor

- According to the professorial appointment and promotion regulations approved by the Council for Higher Education.
- In addition, the candidate's professional record since reaching their current rank should be taken into consideration, such as nationally and internationally recognized continued professional activity, and notable contributions to the profession's development and teaching/education in the field.
- Six recommendations are required from comparably ranked peers, of which at least three are from abroad.

**\*Candidates who do not meet the academic criteria will be discussed by the exceptions committee when sitting as the appointments committee.**

**\*\*Advantage**

#### **Qualifying time periods between ranks in the faculties of Engineering and Design and Art**

- Associate professor to full professor: at least four years
- Senior lecturer to associate professor: at least three years
- Lecturer to senior lecturer: at least three years
- In exceptional cases, the committee will consider shortening the qualifying time period between ranks.

#### **Teachers' track**

This track is intended for teachers who are not active in their craft and are teaching experts in art, design and architecture, and includes three ranks: assistant teacher // teacher // senior teacher.

Ranking and promotion of teachers in this track follows the Council for Higher Education regulations and requirements and the following criteria:

- Assistant teacher: holds a bachelor's degree or equivalent professional qualifications. The candidate must have proficient teaching experience in their field and demonstrate an ability to teach, guide and lead classes and workshops.
- Teacher: holds a master's degree and at least three years of teaching experience. In special cases, the president of the academy may recommend that the appointments committee waive the master's degree requirement for a specialist with a notable reputation and demonstrable experience. Has the ability to develop learning tools and study programs.
- Senior teacher: has worked as a teacher for at least two years, holds a master's degree and at least five years of teaching experience. In special cases, the president of the academy may recommend the appointments committee waive the master's degree requirement for a specialist with recognition and demonstrated experience in their discipline. Has contributed to their academic field via publications and developing new teaching frameworks.

**In deliberations for determining rank, the appointments committee will weigh the following criteria as well:**

- The teacher's professional level and expertise.
- Excellence in teaching.
- The teacher's contribution to shaping teaching in academia and involvement in academy life and institutions.
- Initiative in writing teaching plans and new programs and developing teaching methods.