

September 5<sup>th</sup>, 2023

## Guidelines for the Appointment and Promotion of Faculty of Practice

Background: The Technion encourages academic appointments for candidates who have made a reputation for themselves in their professional fields of practice. In Section 2.1, four ranks of senior academic staff are defined: Professor, Associate Professor, Assistant Professor, and Lecturer. A footnote was added, "including [...] Associate Professor or Professor from of practice/creative ranks."

Appointment of a Professor (/Associate Professor) of Practice should be considered as a hiring process, based on achievements in the specific field of practice, which differs from hiring based on articles/research students/grants and other aspects typically examined in senior appointments. Granting tenure and promotion to the rank of Full Professor of Practice (if the initial appointment was at the rank of Associate Professor) will be determined by the usual standards, in a way that would allow sufficient flexibility for adapting to the wide range of senior faculty at the Technion.

### Criteria for hiring:

- 1. Appointment of Associate Professor of Practice is suitable for outstanding experts with a significant national standing in their fields of expertise.** There must be evidence from reputable experts, either national or international, attesting to the candidates' prominence in their field in their respective countries. Exceptional teaching as assessed by peers and students is also required. In the case of candidates who have worked at the Technion or another academic institution as instructors and/or mentors, contributions to the development of courses and study programs, the development of new teaching methods, assessment tools, and educational resources, as well as mentoring students for graduate and undergraduate degrees, would also be taken into account. These candidates should have a high professional standing in the relevant industry and/or hold senior positions in a private practice related to their field of expertise and/or hold prominent public roles in their professional fields. The workplaces of the candidates should be recognized as leading in the national context, and their work should be published in professional journals in Israel and abroad. Moreover, it is important to demonstrate that the candidates have won competitions, received awards both nationally and internationally for their work, and are actively engaged in their field on a national level in areas related to their expertise.
- 2. Appointment as a Professor of Practice will be weighed based on an exceptional and well-documented contribution to professional practice in the field, demonstrated by outstanding achievements that go beyond the scope for an Associate Professor in terms of international recognition.**

## Criteria for Evaluation and Promotion:

Faculty members recruited in this track are expected to turn academia into the center of their professional life. Those appointed as Associate Professor will be eligible for promotion to the rank of Professor based on the regular criteria, considering the academic achievements accumulated during their tenure as senior faculty members at the Technion. The evaluation for promotion must be based on the period that faculty members spent at the Technion, taking into account the unique nature of this track.

The guidelines for the evaluation and promotion of senior faculty apply here, with some adjustments:

- The nature of the scientific questions the candidate attempts to tackle, including the audacity of these questions. Are these challenges worth failing in?
- The quality of research outcomes and, to some extent, their quantity. Are research outcomes published in competitive venues such as journals, conference proceedings, or top-tier publications, whether in the core field or in general domains? (Refer also to the library's guide.) Do research outcomes receive recognition, such as citations in the professional literature, invitations to present at major international conferences, awards, editorial roles in major journals, or organizing major conferences?
- Research outcomes may also be published as patents, articles in industrial conferences, or in the form of white papers. They can also include technological developments that are not published but are widely implemented, or technological breakthroughs that have a significant impact on the future of the field.
- Recognition through citations (patents or white papers are also relevant), mentions of research outcomes in the press or in textbooks, invitations to speak at major international conferences, awards, or recognition as a Fellow by a prominent society or professional association.
- Success in obtaining funding for research through competitive research grants. Even if "there is sufficient money for research" from non-competitive sources, success in obtaining competitive research funding is significant in itself.
- Commercial success in the field of expertise.
- Independence, reflected through scientific achievements and research contributions associated with the candidate. This should not diminish the importance of research with large groups of co-authors (even if numerous and senior) in assessing academic quality, as long as the



candidate's contribution is clearly distinguished; International recognition in the field of expertise.

- Contribution to the education of research students. Do research students appear as key contributors in articles? Do research students who were supervised continue to postdoctoral studies? Do they become researchers in universities or leaders in industry?
- Quality of teaching and contribution to the development of education in the academic unit and at the Technion.

Kind Regards,

Prof. Naama Brenner

Executive Vice President for Academic Affairs