

COMPETENCE SCORING SYSTEM FOR PROMOTIONS

The following scoring criteria for promotion of academic staff shall be used as guidelines to assess the competences of each applicant.

CRITERIA
<p>1 - Academic and professional qualifications in relevant disciplines</p> <p>Non-clinical scholars:</p> <p>Professors/Associate/Senior/Lecturer</p> <ul style="list-style-type: none">• PhD [or being on PhD track, for Lecturer] (12 points)• Masters (8 points)• Bachelor's degree: First class (6 points); Second upper (4 points)• Other academic and professional qualifications (2 points) <p>Assistant Lecturer</p> <ul style="list-style-type: none">• Masters (8 points)• Bachelor's degree: First class (6 points); Second upper (4 points)• Other academic and professional qualifications (2 points) <p>Teaching Assistant</p> <ul style="list-style-type: none">• Bachelor's degree: First class (6 points); Second upper (4 points)• Other academic and professional qualifications (2 points) <p>Clinical scholars:</p> <p>Professors/Associate/Senior/Lecturer</p> <ul style="list-style-type: none">• PhD or being on PhD track (added advantage) (6 points)• Masters (12 points)• Bachelor's degree: First class (6 points); Second upper (4 points)*• Other academic and professional qualifications (2 points) <p>Teaching Assistant</p> <ul style="list-style-type: none">• Bachelor's degree: First class (6 points); Second upper (4 points)*• Other academic and professional qualifications (2 points)
<p>2 – Publications (obtained after last promotion)</p> <ul style="list-style-type: none">• Peer-reviewed journal article: First author (4 points); Corresponding (2 points); Co-author (1 point)

<ul style="list-style-type: none"> • Published book with an ISBN (12 points) • Book chapter (4 points)
<p>3 - Teaching experience (where its required)</p> <ul style="list-style-type: none"> • 1 point per year; maximum 15 years (15 points) at the current rank.
<p>4 - Research grants and collaborations (cumulative)</p> <ul style="list-style-type: none"> • More than UGX 1,000,000,000 (12 points) • Between UGX 500,000,000 - 1,000,000,000 (8 points) • Between UGX 100,000,000 - 500,000,000 (6 points) • Less than UGX 100,000,000 (4 points)
<p>5 - Supervision of Postgraduate Students to Completion** (only the required number of completions shall be scored)</p> <ul style="list-style-type: none"> • PhD student: 6 points • Masters student: 2 points
<p>6 - Innovations</p> <ul style="list-style-type: none"> • Patent (5 points) • Utility model (4 points) • Copyright (3 points) • Product (3 points) • Trademark (1 point)
<p>7 - Other academic activities</p> <ul style="list-style-type: none"> • External examination of a thesis (0.5 points per candidate), maximum of 10 candidates. • Internal examination of a thesis (1 point per candidate, maximum of 10 candidates). • Conference presentation (0.5 points per conference, maximum of 2 presentations). • Editors of journals (1 point per journal, maximum of 3 journals)
<p>8 - Service to the University</p> <ul style="list-style-type: none"> • Dean / Director (5 points) • Deputy Dean/Deputy Director (3 points) • Head of Department (2 points) • Membership to committees (University or Faculty) (1 point)
<p>9 - Service to the Community</p> <ul style="list-style-type: none"> • Any form of community service: 5 points

10 - Membership to Professional Bodies/Associations

Membership to Professional Bodies/Associations: 1 point (maximum 2 bodies)

11 - Performance and Conduct

- Based on performance appraisals for the last 3 years: 3 points.

*For unclassified degrees, the official University degree classification system shall apply to grade the candidates.

**These shall be students of Mbarara University of Science and Technology and “completion” shall mean successful thesis / dissertation defence or graduation as confirmed in a letter by the Academic Registrar (AR).