

Lecturer Promotion Criteria (approved by PRC on 03.12.2026)

Role Profile for Lecturers at Constructor University

Constructor University distinguishes three consecutive levels for lecturers:

1. Lecturers: Hold at least a Master's degree and are primarily responsible for teaching undergraduates and depending on their qualifications also for teaching postgraduate courses. They participate in curriculum development, student advising, and departmental service. Contractually, they have no research obligation.
2. Senior Lecturers: Must hold a doctoral degree, have substantial teaching experience, and supportive student feedback. They hold advanced teaching roles, often coordinating courses, mentoring junior staff, contributing significantly to curriculum development, and taking on leadership roles within the department. Senior lecturers shall be involved in scholarly activities.
3. Distinguished Lecturers: Must hold a doctoral degree and must have demonstrated continuous scholarly achievements. They are recognized for a record of excellence in teaching, curriculum development, student mentoring, and community contributions. They serve as role models and mentors for other academic staff.

Evaluation Criteria

The evaluation will be based on the respective incumbents' (i) past performance in their current role (as determined by their contract and the relevant role profile) and (ii) the potential they show to perform at the next level, as defined in the relevant profiles (see Appendix 1). The key criteria for promotion include:

- quality of teaching as demonstrated by excellent teaching evaluations, teacher of the year awards or nominations for the teacher of the year award;
- contribution to thesis supervision;
- contribution to academic advising/mentoring activities;
- involvement in academic development of programs;
- service to the Constructor University community;
- leadership standing in the internal community;

Additional criteria for promotion may include:

- demonstrated innovation in teaching / originality of new teaching activities and/or assessment;
- pedagogical training undergone, scholarly activity or research (subject or teaching-specific);
- administrative tasks, strategic planning and other professional activities within and outside the university, such as service to journals/conferences or scientific societies;
- where applicable: research achievements, including publications and successful grant activities.

This list is not exhaustive.

Promotion to Senior Lecturer

The promotion to the rank of Senior Lecturer requires that candidates hold a PhD degree and have established themselves as experienced educators with a record of excellence in teaching. Furthermore, candidates should have contributed significantly to program development and the academic community. In particular, candidates for a Senior Lecturer rank should demonstrate:

- in general, 6 years full time relevant teaching experience at university level equivalent to 36 courses of 5 ECTS each
- developed or significantly revised teaching modules
- high quality academic teaching results demonstrated through teaching evaluations
- supervision experience of Bachelor theses and/or student projects
- service to the academic community, such as participation in committees or program development
- (Where applicable): Research activities

Promotion to Distinguished Lecturer

The promotion to the rank of Distinguished Lecturer requires that candidates have demonstrated sustained excellence in teaching and curriculum development, serving as mentors for colleagues and students. Furthermore, candidates should have supported the development of high academic standards and contributed significantly to the internal and external academic community. In particular, candidates for a Distinguished Lecturer rank should demonstrate:

- in general, 12 years of full-time relevant teaching experience at university level to the equivalent of 72 courses of 5 ECTS each.
- consistent high quality academic teaching demonstrated through teaching evaluations.
- effective supervision of Bachelor and Master theses
- significant contributions to the design, development, or renewal of programs and courses
- significant contributions to the advancement of teaching and learning across the institution
- significant participation in academic and community engagement
- (where applicable): Research activities.