

5.b.1 Employment-Faculty Recruitment

Subject	Faculty and Professional Staff	Effective From	Sep - 2011
Policy #	5.b.1	Latest Revision	Feb - 2025
Title of The Policy	Employment-Faculty Recruitment	Next Review	Dec - 2025
Responsible Entity	Colleges Councils, HR Unit	Policy Pages	2
Definitions	AAU: Al Ain University Candidate Faculty: A qualified person with a Ph.D./Master's degree with an appropriate research and scholarly record.		
Purpose	To attract and recruit qualified faculty members across various colleges, position them in appropriate roles that empower them to improve teaching efficacy, conduct scholarly research of high quality, and actively participate in meaningful community engagement initiatives.		
Scope	AAU would attract and hire faculty members in different colleges from the world's most reputed and prestigious universities. For this purpose, the HR unit advertises job vacancies in different colleges through the AAU website as well as makes use of other electronic and social media to reach out to diverse prospective candidates.		
Statement	AAU has a non-discriminatory policy concerning an applicant's gender, race, religion, or physical disabilities. Selection criteria include the following: • Academic performance, and the academic reputation of the institution that granted the degree held by the candidate; • Proficiency in the field to be taught and the ability to integrate knowledge to related subject areas; • Experience in teaching and the application of knowledge in the particular field of specialization; • Published Reserach; • Knowledge and understanding of the philosophy, goals, and objectives of AAU The academic vacancies within the colleges are filled through a hiring process implemented by the college recruitment committee. This committee, led by the college dean, includes representatives from all majors or programs pertinent to the vacancy within the college		
Procedures	The recruitment process unfolds in the following manner: • Recruitment advertisements clearly outline the essential qualifications, areas of teaching, research interests, rank, and application instructions according to the college requirements. • Prospective candidates are urged to submit their application along with comprehensive curriculum vitae to the human resources unit of the AAU. The HR Unit compiles the received applications and forwards the application pool to the college dean.		

	• The college recruitment committee, assesses the pool of applications and shortlists the applicants by scrutinizing their academic and research credentials. • In coordination with the human resources unit, the committee conducts interviews for the shortlisted candidates and presents recommendations of selected candidates to the (AAU Appointment and Promotion Committee) for final approval. • Once the approval is received, the HR unit communicates appointment
Recent Changes	March 2024: This policy has been revised & updated as per the CAA ERT requirements (Renewal-M.Sc. in Clinical Pharmacy).