



**REPUBLIC OF TÜRKİYE**  
**YAŞAR UNIVERSITY**  
**DIRECTIVE ON THE APPOINTMENT AND PROMOTIONS FOR ACADEMIC**  
**POSITIONS**

**SECTION ONE**  
**Objective, Scope, Definitions, Authorized Commission and**  
**Personal Contribution Share**

**Objective and Scope**

**ARTICLE 1–** (1) The purpose of this directive is to set out the principles, procedures and minimum academic criteria applicable for the recruitment of full-time faculty members, renewal of current contracts and promotion for higher academic positions.

**Definitions**

**ARTICLE 2 –** (1) For the implementation of the present directive, the terms below have the ascribed meanings:

a) **Primary Work:** Publication or artistic activity undertaken by the faculty member on his own or together with his thesis student or postgraduate thesis advisor,

b) **Refereed Publication:** Any article or case study which is documented as having gone through the referee process; full text published in a national or international book, book chapter, or in a refereed conference circular book (Note to the editor, revised draft, book evaluation and similar review publications do not fall under this scope),

c) **Personal Contribution Share:** The level of personal contribution to publications/artistic activities by the faculty member,

ç) **Activities in the field of Art:** As in the case of scientific activities, these are activities related to human, social, and cultural relations, and include the following:

i. Paper presented at a symposium, congress, conference or festival (oral, poster), or guest speaker,

ii. Charette: Workshop, master class,

iii. Biennial, Triennial, and Quadrennial: International artistic activities organized every two/three/four years,

iv. Exhibition: Solo, mixed, group, show, performance, award, public arena applications, collection (subject to formal documentation and at a place owned by special or legal entities designed for the use and operation as a exhibition house, being no less than seven calendar days). In order to consider an exhibition as an event, it is required that the works were not previously exhibited in any other exhibitions,

v. Concert: Composition performed in company with recital, audition, orchestra,

vi. Other: Creative activities such as directing, montage, scripting, record, audio system project etc.

d) **National Artistic Activity:** Artistic activities which are attended by a maximum of two international participants and embodied in the unique works of art of artists/designers or contribute to the same,

e) **International Artistic Activity:** Artistic activities which are attended by at least three international participants and embodied in the unique works of art of artists/designers or

contribute to the same,

f) Procedures and Principles: Yaşar University's Procedures and principles on the Appointments for Academic Positions.

### **Authorized Commission**

**ARTICLE 3–** (1) The duties granted under this directive are, except for re-appointments, fulfilled by the Appointment Commission (hereinafter referred to as "Commission"). This Commission is chaired by the Rector. The Vice Rector for Academic Affairs serves as the permanent member of the Commission. The Rector appoints five permanent and two substitute professor members each from different disciplines, to serve for a period of three years. If, among the commission members, there is no commission member from the relevant discipline for which the candidate has applied for appointment/promotion, an additional professor member representing the relevant discipline is temporarily appointed to the commission.

(2) The Commission may seek the opinion of the candidate's past academic supervisors.

(3) The Commission considers in addition to academic status of the applicant, the applicant's social benefit to the society, students and colleagues and behavioral traits.

(4) The Commission may establish temporary sub committees and commissions, and appoint experts/referees.

### **Personal Contribution Share**

**ARTICLE 4–** (1) When calculating the personal contribution share, the total is taken by implementing the following multipliers for each publication/artistic activity/work:

Primary work: → 1.00

Publication by two authors/Artistic activity by two people: → 0.75

Publication by three authors/Artistic activity by three people: → 0.60

Publication by four authors/Artistic activity by four people: → 0.50

Publication by five or more authors/Artistic activity by five or more people: → 0.40

## **SECTION TWO Initial Appointment**

### **Doctoral Faculty Members**

**ARTICLE 5–** For candidates with a doctoral degree in the relevant field,

(1) As specified in the procedures and principles, candidates who apply to the departments outside the Faculty of Art and Design are required to have published at least three refereed publications, and in total, to have a minimum personal contribution share of 2.00 in these publications.

(2) As specified in the procedures and principles, candidates who apply to the departments of the Faculty of Art and Design excluding the Department of Music are required to have carried out at least one national activity and published at least two refereed publications.

(3) As specified in the procedures and principles, candidates who apply to the Department of Music of the Faculty of Art and Design are required to have carried out at least one international activity, one other artistic activity and published one publication.

### **Associate Professorship**

**ARTICLE 6–** For candidates who have completed at least three (3) years after obtaining a PhD/Proficiency in Arts degree and who obtained the UAK associate professor title in the relevant field,

(1) As specified in the procedures and principles, candidates who apply to the departments

outside the Faculty of Art and Design, Faculty of Law and Vocational School of Justice are required to have published at least five refereed publications, and in total, to have a minimum personal contribution share of 3.40 in these publications as well as to have managed as many Master's theses as specified.

(2) Candidates who apply to the Faculty of Law or Vocational School of Justice are required to have undertaken one Associate Professorship introductory work in addition to the conditions provided in the first paragraph of this article.

(3) As specified in the procedures and principles, candidates who apply to the departments of the Faculty of Art and Design excluding the Department of Music are required to have published at least three refereed publications and carried out at least two activities including one international activity, and in total, to have a minimum personal contribution share of 3.40 in these publications and activities as well as to have managed as many Master's theses as specified.

(4) As specified in the procedures and principles, candidates who apply to the Department of Music of the Faculty of Art and Design are required to have carried out at least three activities and published as many publications as required.

### **Professorship**

**ARTICLE 7**– In addition to having worked for at least five (5) years in a discipline relevant to the professorship post after obtaining the associate professorship degree,

(1) As specified in the procedures and principles, candidates who apply to the departments outside the Faculty of Art and Design, Faculty of Law and Vocational School of Justice are required to have published at least five refereed publications, and in total, to have a minimum personal contribution share of 3.60 in these publications as well as to have managed as many Master's/PhD theses and research/implementation projects as specified.

(2) Candidates who apply to the Faculty of Law or Vocational School of Justice are required to have undertaken one Professorship introductory work in addition to the conditions provided in the first paragraph of this article (except for the condition of managing projects).

(3) As specified in the procedures and principles, candidates who apply to the departments of the Faculty of Art and Design excluding the Department of Music are required to have published at least three refereed publications and carried out at least two activities including one international activity, and in total, to have a minimum personal contribution share of 3.60 in these publications and activities as well as to have managed as many Master's/PhD theses as specified.

(4) As specified in the procedures and principles, candidates who apply to the Department of Music of the Faculty of Art and Design are required to have carried out at least three activities and published as many publications as required.

## **SECTION THREE**

### **Re-Appointment**

#### **Doctoral Faculty Members**

**ARTICLE 8**– (1) In order for faculty members serving in departments other than the Department of Music of the Faculty of Art and Design to be re-appointed to the Doctoral Faculty Member post, the candidate is required to have published at least one refereed publication as specified in the procedures and principles.

(2) In order for faculty members serving in the Department of Music of the Faculty of Art and Design to be re-appointed to the Doctoral Faculty Member post, the candidate is required to have carried out at least one activity as specified in the procedures and principles.

### **Associate Professorship**

**ARTICLE 9**–(1) In order for faculty members serving in departments outside the Faculty of Art and Design to be re-appointed to the Associate Professorship post, the candidate is required to have published at least two refereed publications as specified in the procedures and principles.

(2) In order for faculty members serving in the Faculty of Art and Design excluding the Department of Music to be re-appointed to the Associate Professorship post, the candidate is required to have published at least one refereed publication and carried out at least one activity as specified in the procedures and principles.

(3) In order for faculty members serving in the Department of Music of the Faculty of Art and Design to be re-appointed to the Associate Professorship post, the candidate is required to have carried out at least two activities as specified in the procedures and principles.

### **Professorship**

**ARTICLE 10**–(1) In order for faculty members serving in departments outside the Faculty of Art and Design to be re-appointed to the Professorship post, the candidate is required to have published at least two refereed publications as specified in the procedures and principles.

(2) In order for faculty members serving in the Faculty of Art and Design excluding the Department of Music to be re-appointed to the Professorship post, the candidate is required to have published at least one refereed publication and carried out at least one activity as specified in the procedures and principles.

(3) In order for faculty members serving in the Department of Music of the Faculty of Art and Design to be re-appointed to the Professorship post, the candidate is required to have carried out at least two activities as specified in the procedures and principles.

## **SECTION FOUR Common Principles**

### **Conditions for Appointment**

**ARTICLE 11**– (1) In the appointment and promotion of faculty members, it is essential to satisfy and meet the minimum conditions stipulated by the Higher Education Law no. 2547 and other higher education legislation.

(2) Even if the candidate has served as a faculty member in another higher education institution, when applying for a faculty member post at Yaşar University, the conditions prescribed in the relevant articles still apply.

(3) If one publication/artistic activity is used for the associate professor post, the same publication/artistic activity may not be used for promotion to the professor post.

(4) In order for a faculty member who has a role/post in a faculty/higher education to serve in an equivalent post in another faculty/higher education (except for appointment as per Article 13/b-4), such candidate must meet the conditions for appointment applicable for the relevant faculty/higher education.

(5) In order to satisfy the needs of the academic unit having faculty staffing difficulties, certain conditions in this directive may be ignored in external appointments when considering the working and academic attributes of the applicant. This is approved by the Board of Trustees upon a request submitted by the relevant academic unit, with the opinion of the Appointment Commission and upon the approval of the Rector's Office.

(6) The matter of granting additional time for faculty members unable to meet the re-appointment conditions is approved by the Board of Trustees upon the request of the relevant academic unit, with the opinion of the Appointment Commission and upon the

approval of the Rector's Office.

## **SECTION FIVE**

### **Final Provisions**

#### **Validity**

**ARTICLE 12–** (1) This Directive takes effect following its adoption by Yaşar University Senate and approval by the Board of Trustees.

(2) Once this Directive is effective, the "Directive No. 08 dated 15.10.2014 on the Publications to be Considered for Appointment and Promotions for Academic Posts at Yaşar University" - as approved by the Board of Trustees and published on the official website of Yaşar University - is no longer in effect.

#### **Execution**

**ARTICLE 13–** (1) This Directive is executed by Yaşar University's Rector.

[Approved by the decision no. 06 made by the Board of Trustees on 05/07/2019.](#)