



University of Balamand

Postdoctoral Fellowship

Office of the Provost

1. Purpose

The University of Balamand is pursuing its objective of promoting research among its faculty members through initiating the employment of a Postdoctoral rank for recent PhD graduates. Postdocs are well known as a major source of research in universities. It is those young, enthusiastic graduate researchers who are eager to write research proposals, search for grants, initiate collaborations, spend long hours necessary to conduct research, supervise PhD and MS students and develop the research laboratories.

2. Teaching and Research Component

UOB views the Postdoctoral position as also encompassing a teaching component, as a way for the Postdoctoral Fellows to gain important teaching experience in addition to their research contributions. For this reason, UOB anticipates Postdoctoral Fellows to participate in course teaching with a load *that ranges between 3 to 6 credits per semester, depending on the Faculty*, while the rest of their time will be dedicated to research.

3. Duration and Renewal

The duration of the Postdoctoral position is one year, renewable once or twice, following a yearly progress report submitted to the Provost by the Dean of the Faculty. Upon the successful completion of the third year, the Postdoctoral Fellow may be offered an Assistant Professor position based on the actual recruitment needs of the host department. Otherwise, as is the case worldwide, the contract of the Postdoctoral Fellow will come to an end. The announcements for Postdoctoral vacancies will be selective, and will largely depend on the projected needs of the requesting department for Assistant Professors within the coming 2 to 3 years.

4. Application Procedure

- a. The department will evaluate and identify its need for professorial-rank instructors in the coming 2-3 years and will inform the Dean in writing.
- b. A Senior Faculty member (researcher) within the department, interested in chaperoning a Postdoc fellow, must secure research grant(s) (Balamand Research Grant and/or any other grants). In the event that no research budget is required (for disciplines without experimental research or without a need for running costs and equipment), the senior faculty member would still need to have a research project approved by the Provost's research advisory committee appointed from internal and external specialists.
- c. The Senior Faculty member will apply to the office of the Provost (through the Dean's Office) to request a Postdoctoral Fellow.
- d. The Office of the Provost will then announce the opening of a Postdoctoral position.

5. Funding

UOB will pay the salary of the Postdoctoral Fellow (for a maximum period of 3 years) while the Senior Faculty member will secure, whenever applicable, the funding required for research through awarded grants.