



OSUN STATE UNIVERSITY, OSOGBO

CAREER STRUCTURE FOR ACADEMIC STAFF CADRE

DESIGNATION	BASIC ENTRY QUALIFICATIONS	SALARY LEVEL CONUASS	NEXT GRADE	DUTIES	CRITERIA FOR PROMOTION
GRADUATE ASSISTANT	(a) A good Honours degree in the relevant discipline with a minimum of Second Class Honours (Upper Division)	1		Providing support for the Senior members of the academic staff in supervision of tests/assignments, handling tutorials and practical classes, grading assignments, handling Pre-/Sub degree courses and other duties as may be assigned by the Head of Department.	Grade is a training position and promotion prospect is only through the acquisition of higher qualifications within the specified time period. Potentials for teaching, research and service at the University level would be considered.

ASSISTANT LECTURER	<p>(a) By appointment of a candidate with Masters degree in relevant discipline.</p> <p>(b) By appointment of a candidate with Professionally registrable Bachelors degree plus three (3) years cognate experience.</p>	<p>2</p>	LECTURER II	<p>-Providing support for the Senior members of the academic staff in supervision of tests/assignments, handling tutorials and practical classes, grading assignments, handling Pre-/Sub degree courses and other duties as may be assigned by the Head of Department.</p> <p>-Teaching selected undergraduate courses and assisting final year undergraduate in their research project work</p>	<p>-Promotion to the position of Lecturer II will be based on the possession of higher degree i.e. at least a Masters degree, minimum of three (3) years teaching experience and evidence of research ability and publications in learned journals.</p> <p>-Students' evaluation of Lecturers pedagogic skills and instructional proficiency shall constitute part of the assessment.</p>
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<p>LECTURER II</p>	<p>(a) By appointment of a candidate with Ph.D degree in the relevant discipline. (b) By appointment of a holder of a professionally registrable Masters degree with at least three (3) years of teaching and research experience/ability.</p>	<p>3</p>	<p>LECTURER I</p>	<p>-To advance and diffuse knowledge through advanced study, teaching, research and other professional activities in line with the academic programme of the Department and undertake in a responsible manner administrative tasks related to this end. -Giving lectures, tutorials, seminars, practicals and holding discussions and supervision of undergraduate and postgraduate students as the Head of Department/Unit may determine from time to time. -Fulfill the duties incidental to the tasks i.e. formal appraisal of students' academic progress and consultation with students and colleagues at regular and reasonable intervals. -Taking part in University examinations or other related activities as directed by the Senate or Head of Department. -Taking part in other activities of the Department as directed by the Vice-Chancellor.</p>	<p>-Cognate Teaching experience of at least three (3) years as Lecturer II -Continued efficiency as a teacher and competence in research. -Evidence of research ability and productivity determined by publications in learned journals, books, conference proceedings etc. -Students' evaluation of Lecturers pedagogic skills and instructional proficiency shall constitute part of the assessment.</p> <p>Publications</p> <ul style="list-style-type: none"> (a) Not more than 60% of works should have been published in immediate locality (i.e. in learned journals published within Nigeria) (b) Not more than 20% of total number of journal papers should be in the same journal. (c) The minimum scores/points on publications = 8 <p>*See Appendix I for the detailed scoring System.</p>
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LECTURER I	<p>(a) By appointment of a Lecturer II with a minimum of three (3) years post qualification cognate experience.</p> <p>(b) Promotion avenue for Lecturer II with at least three (3) years on the grade.</p> <p>© By appointment of candidate with professionally registrable Masters degree with relevant industrial/professional experience.</p>	<p>4</p>	SENIOR LECTURER	<p>-To advance and diffuse knowledge through advanced study, teaching, research and other professional activities in line with the academic programme of the Department and undertake in a responsible manner administrative tasks related to this end.</p> <p>-Giving lectures, tutorials, seminars, practicals and holding discussions and supervision of undergraduate and postgraduate students as the Head of Department/Unit may determine from time to time.</p> <p>-Fulfill the duties incidental to the tasks i.e. formal appraisal of students' academic progress and consultation with students and colleagues at regular and reasonable intervals.</p> <p>-Taking part in University examinations or other related activities as directed by the Senate or Head of Department.</p> <p>-Taking part in other activities of the Department as directed by the Vice-Chancellor.</p>	<p>-Candidates must have a minimum of Ph.D degree or equivalent with satisfactory teaching ability, professional experience, adequate research experience, publications and service to the University and the Nation.</p> <p>-Emphasis would be on satisfactory contributions to University administration and the growth of the Department.</p> <p>-Decision on promotion is to be based on recommendations from the College/Departmental Review Committee and internal Assessors' reports.</p> <p>-Students' evaluation of Lecturers pedagogic skills and instructional proficiency shall constitute part of the assessment.</p> <p>Publications</p> <p>(a) Not more than 40% of works should have been published in immediate locality (i.e. in learned journals published within Nigeria)</p> <p>(b) Not more than 20% of total number of journal papers should be in the same journal.</p> <p>(c) The minimum scores/points on publications = 20</p> <p>*See Appendix I for the detailed scoring System.</p>
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<p>SENIOR LECTURER</p>	<p>(a) As for Lecturer II with a minimum of six (6) years post qualification cognate experience. (b) Promotion avenue for Lecturer I with three (3) years of teaching and research experience on the grade.</p>	<p>5</p>	<p>READER</p>	<p>-To advance and diffuse knowledge through advanced study, teaching, research and other professional activities in line with the academic programme of the Department and undertake in a responsible manner administrative tasks related to this end. -Giving lectures, tutorials, seminars, practicals and holding discussions and supervision of undergraduate and postgraduate students as the Head of Department/Unit may determine from time to time. -Fulfill the duties incidental to the tasks i.e. formal appraisal of students' academic progress and consultation with students and colleagues at regular and reasonable intervals. -Taking part in University examinations or other related activities as directed by the Senate or Head of Department. -Taking part in other activities of the Department as directed by the Vice-Chancellor.</p>	<p>-Candidate must have a minimum of doctorate degree plus adequate professional experience as a Senior Lecturer. - Candidate should have outstanding teaching ability and continued productivity in research evidenced by scholarly publications (90% of which must be in print) and services to the University and Community. -Decision on promotion is to be based on prima-facie qualifications as determined by the Departmental/College Review Committee and favourable external Assessors' reports. -Students' evaluation of candidate's pedagogic skills and instructional proficiency shall constitute part of the assessment.</p> <p>Publications</p> <ul style="list-style-type: none"> (a) Not more than 30% of works should have been published in immediate locality (i.e. in learned journals published within Nigeria) (b) Not more than 20% of total number of journal papers should be in the same journal. (c) The minimum scores/points on publications = 50 <p>*See Appendix I for the detailed scoring System.</p>
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<p>READER</p>	<p>(a) As for Lecturer II with minimum of twelve (12) years post qualification cognate experience. (b) Promotion avenue for an Associate Professor with high research and service productivity who has spent at least three (3) years on the grade.</p>	<p>6</p>	<p>PROFESSOR</p>	<p>-To advance and diffuse knowledge through advanced study, teaching, research and other professional activities in line with the academic programme of the Department and undertake in a responsible manner administrative tasks related to this end. -Giving lectures, tutorials, seminars, practicals and holding discussions and supervision of undergraduate and postgraduate students as the Head of Department/Unit may determine from time to time. -Fulfill the duties incidental to the tasks i.e. formal appraisal of students' academic progress and consultation with students and colleagues at regular and reasonable intervals. -Taking part in University examinations or other related activities as directed by the Senate or Head of Department. -Taking part in other activities of the Department as directed by the Vice-Chancellor. -To deliver an Inaugural lecture within five (5) years of appointments as a Professor unless such a lecture has been delivered elsewhere.</p>	<p>-Candidate must have minimum of Ph.D degree or equivalent. -Adequate teaching, research, administrative leadership and service experience including relevant professional competence and minimum of six (6) years experience as senior Lecturer. -Outstanding research ability evidenced by substantial scholarly publications(90% of which must be in print) -Supervision of post-graduate research work. -Service to the University and Community. -Decision on promotion is to be based on prima-facie qualifications as determined by the Departmental/College Review Committee and favourable external Assessors' reports. -Students' evaluation of candidate's pedagogic skills and instructional proficiency shall constitute part of the assessment.</p> <p>Publications</p> <p>(a) Not more than 30% of works should have been published in immediate locality (i.e. in learned journals published within Nigeria) (b) Not more than 20% of total number of journal papers should be in the same journal. (c) The minimum scores/points on publications = 70</p> <p>*See Appendix I for the detailed scoring System.</p>
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