



KOMAR UNIVERSITY OF SCIENCE AND TECHNOLOGY



Faculty Handbook

August, 2022

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Message from Vice President

Message from Vice President for Academic Affairs

This Faculty Handbook cover all Faculty Rights and Responsibility, including most significant policies and practices applicable to faculty and employee benefits as well as rules, disciplinary, grievance procedures and other information modeled after employment laws or regulations.

All members of staff have the access of this booklet This Faculty Handbook provides essential basic information as part of faculty member induction to the University, and it is designed to ensure staff receive essential information about the University and their policies.

We in KUST aiming to foster a thriving academic and research community, this handbook meant to serve as a practical guide to various processes and procedures encountering the faculty members in their administration or scientific research roles.

I do hope you will take some time to review the important information contained within this new faculty Handbook. It is intended to provide Up-to-date information's on various procedures and processes needed as a faculty member during your work in The University of KUST.

Thanks is due to those who assisted the updating of this Faculty Handbook and participated in the accomplishment of this Handbook, their contribution highly appreciated, specially Ms. Sazan Ahmed Consultant in KUST for reviewing the last version and checking, and Mr.Aree Ali for his continuous follow up ,patience and the designing.

Dr. Kawis Faraj
Vice President
January 19, 2020

Part One: Introduction

The Faculty Handbook consists of eight parts and appendices. The Faculty Handbook contains general administration information with which every faculty member should be familiar and refer to during his/her work at the Komar University of Science and Technology (KUST). In addition to this handbook, the faculty must be familiar with other important documents such as the Student Handbook, Staff Handbook, and the bylaws of the Board of Trustees (BOT) and University Council (UC). Furthermore, faculty members should consult with their department chairs, Administration or Human Resources.

Basics

Purpose of this Handbook

The Faculty Handbook contains the main policies recommended by MHESR and decisions taken or approved to date by the University Council of KUST during their annual meetings. The Faculty Handbook is intended to serve as the primary reference for policies, instructions, and information pertaining to the faculty members' work at KUST. Moreover, policies contained in or amended to the KUST Faculty Handbook apply to all KUST faculties and supersede college statements.

Interpretations

The policies presented in the Faculty Handbook are binding to both faculty members and administrators. Interpretation of the Faculty Handbook in specific instances and resolution of any conflicts will be made jointly by the University's Council and Board of Trustees.

Amendments

Amendments can be made to existing policies of the Faculty Handbook as explained below. New policies take effect once announced by the President's office or the Vice Presidents' offices. New policies will appear in the next version of the Faculty Handbook. Amendments to the Faculty Handbook affect all university faculty members.

Initiation

The President or Vice President of AA & AF may submit proposals for amendments to the Faculty Handbook through University Council. The proposal will include the amendment and the rationale for the proposed amendments.

Approval

Recommendations for approval of amendments proposed by the University Council are forwarded to the Board of Trustees for final action.

Restrictions

Review by the faculty of amendments to the Faculty Handbook will not be conducted during periods when a significant portion of faculty members are absent from campus, such as during holidays and summer sessions.

Publication and Distribution of Amendments

The office of the President has the responsibility for publishing and distributing approved amendments to this Faculty Handbook to faculty members within 30 days of the date of final approval.

The University

Historical Preamble

The University was established and licensed by the Ministry of Higher Education and Scientific Research of the Kurdistan Regional Government in October 18, 2009 under the name of Kurdistan University of Science and Technology. The University was renamed later by the Ministry in May 7, 2012 as (Komar University of Science and Technology). The University obtained license from the Ministry of Higher Education and Scientific Research/Iraq in 2019. The University is a private institution located in the city of Sulaimany, Kurdistan-Iraq. KUST academic affairs are governed by the Board of Trustees while its financial affair by the shareholders.

Vision

Komar University of Science and Technology is striving to become a leading higher education institution in Kurdistan Region and Iraq by contributing to the development of the region and the nation. As a private non-governmental institution, the university seeks to serve the community through the application of advanced science and technology.

Mission

The mission of Komar University of Science and Technology is to contribute to the advancement of society in science and technology and to prepare its graduates to assume leading roles in this endeavor.

Objectives

KUST will achieve its mission by fulfilling the following objectives:

1. Create an environment to acquire and transfer knowledge and skills in science and technology;
2. Create an environment which encourages critical thinking and friendly faculty-student interactions;
3. Prepare students for a variety of careers in science and technology professions based on international standards and accreditation;
4. Encourage cooperation between KUST, private industry, and government to improve the quality of students' academic learning and to meet the needs of the public and private sectors;
5. Provide professional consultation to the government and the private sector;
6. Support technological development and its applications to improve the quality of life in the region and Iraq; and
7. Promote the culture of professional and ethical conduct throughout society.

University Outcomes

Based on KUST's Mission and Objectives, graduates of KUST academic programs should demonstrate a minimum of five educational outcomes (abilities and skills) upon graduation:

1. Critical Thinking
2. Effective Communication
3. Professionalism (defined by an individual academic program)
4. Ethics
5. Desire for Life-long learning

University Organization

University Board of Trustees

According to Private Universities bylaw (2) 2013 item (1) of the article (11), the Board of Trustees (BOT) should consist of (7-11) members of representatives from shareholders and academia. Duties of each group of BOT members ends after the period of four (4) years.

University President

The President of the University is the chief executive officer of the university. He / She is responsible for implementing laws and policies of the Ministry of Higher Education and Scientific Research MHESR, University Council and Board of Trustees and for managing faculty, staff and student affairs, as well as day-to-day activities.

University Council

The University Council is the academic, administrative, and financial body governing Komar University of Science and Technology in accordance with the University's constitution. It is comprised of the President, Vice President, the Chairpersons of the Academic departments, and Faculty Representative.

Vice President for Academic Affairs

The Vice President for Academic Affairs (VP-AA) is the chief academic officer of the University. The Vice President supervises the allocation of resources in academic areas, leads the development and improvement of research activities, evaluates university academic activity, and fosters improvement in teaching and student support through Quality Assurance Office.

Vice President for Admin and Finance Affairs

The Vice President for Admin and Finance Affairs (VP-AF) heads the Divisions of Admin and Finance Council, Administrative Services, Accounting, Engineering Maintenance, Human Resources, Information Technology, Safety and Security, Transportation, and Warehouse.

Vice President for Student Affairs

The Vice President for Student Affairs (VP-SA) heads the Division of Admission, Registration and Student Activities through the Student Council. He / She collaborates with students, faculty, and staff to create welcoming, supportive and challenging environments that maximize opportunities for student learning and success.

University Values and Moral Standards

The moral norm that guides conduct and performance and directs the policy at Komar University of Science and Technology (KUST) is responsible freedom. Freedom is an important experience, which the University provides for all of its members: faculty, students, administrators, and staff. Freedom is responsibly exercised when it is directed by ethical standards.

KUST recognizes the need for the development of the whole person. It maintains a comprehensive educational program ranging from classroom instruction to research and creative activities to achieve this development.

KUST provides an opportunity for students to learn to express themselves; to think critically; to gain an understanding of and respect for self and others; to understand the world, the role of science and technology, and social and cultural achievements; and to develop specialized talents for a career.

This is done with a clearer understanding of the moral issues accompanying the development of knowledge and skills and their application in professional life.

KUST shares a commitment to protect the dignity of each person through academic activities, taking part in social, intellectual and physical activities whereby students find many avenues for developing their personalities as a whole.

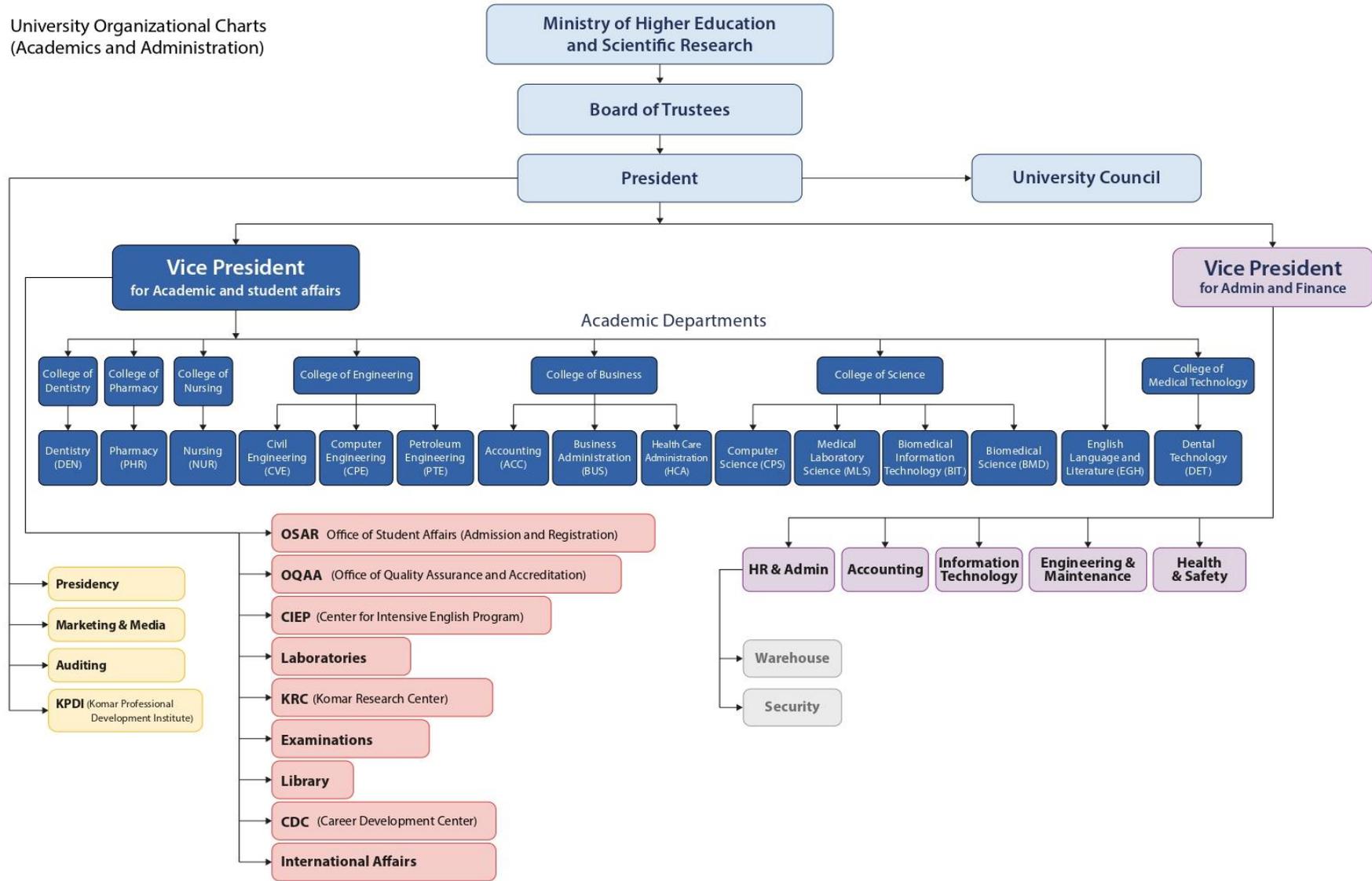
KUST shares commitment to the rule of law and expects its members to abide by the laws of the city of Sulaimany, the Kurdistan region, and Iraq, as well as University rules and regulations.

With academic freedom comes the expression of a diverse range of thoughts and ideas. Therefore, the University is committed to the principle of civil dialogue and encourages the practice of this type of freedom.

KUST is committed to non-discrimination on the bases of religion, nationality, or political affiliation. This commitment applies to students, faculty, and all other University personnel. This policy pertains to recruiting, hiring, promotions, and training.

Students are urged to use their freedom in the University community to develop habits of responsibility that will lead to the achievement of their academic goals and personal and social values.

University Organizational Charts
(Academics and Administration)



Part Two: Academic Titles and Promotions

Policies for Faculty Academic Titles and Promotions are according to MHESR regulations. Please see the attached policy.

Academic Titles

Assistant Lecturer: The faculty member should have the following credentials,
Holding a master's degree or a similar title from an accredited higher education/institution with no teaching experience and no published paper.

Lecturer: The faculty member should have the following credentials,
Holding a doctoral degree or a similar title from an accredited higher education/institution or a master's degree with three years teaching experience and two published papers in international journals.

Assistant Professor: The faculty member should have the following credentials,
Holding a doctoral degree or a similar title from an accredited higher education/institution or a master's degree with four years teaching experience and three published papers in international journals after becoming Lecturer.

Professor: The faculty member should have the following credentials,
Holding a doctoral degree or a similar title from an accredited higher education/institution with six years teaching experience and six published papers in international journals after becoming Assistant Professor.

Honorary Titles

The faculty member should have the following credentials:

1. Doctoral degree in the field;
2. Eight (8) articles published in international journals;
3. Five (5) years of experience in a similar department; and
4. Contributions to the fulfillment of the KUST's mission.

Faculty Promotions

The promotion should be according to MHESR instructions

Part Three: Academic Positions

Senior Positions

- President: would serve 100% of his/her works time in an administrative appointment.
- Vice President: would serve 75% of his/her works time in an administrative appointment.
- Chairperson of Academic Department: would serve 6 CHs of his/her works time in an administrative appointment.
- Directors of Academic Unit: would serve 6 CHs of his/her works time in an administrative appointment
- Coordinator: would be (-4) credit from his/her load.

Faculty

A faculty member who serves a certain percentage of his/her working time in an administrative appointment such as Chairperson, or Director.

Full-Time Faculty

A full-time faculty member would teach and serve as below (per semester):

1. The teaching load will be assigned to the Teaching Load table. (See **Table 1**)
2. Participating three committees. Two short period committee and one long period committee
 - a. Short term committee: the duration of this committee is minimum one-week period.
 - b. Long Term committee: the duration of this committee is minimum one-month period.
3. Supervising two graduation projects of students, if he/she didn't full fill the required teaching load, the chairperson authorized to assign him more supervision of projects.
 - a. Rotation Program: The compensation will be according to policy.
4. At least two research papers per year.

Table 1: Required Teaching Load as per Academic Titles

#	Academic Rank	Teaching Credit Hours	Maximum CH for Part-Time Faculty Members
1	Assistant Lecturer	14	8
2	Lecturer	12	10
3	Assistant Professor	10	12
4	Professor	8	14

Part-Time Faculty: A faculty member who serves less than 100% of his/her time as a teaching faculty.

External Faculty: A faculty member who is hired to teach certain courses at the University should be according to the MHESR requirement. (See **Table 1 (Fourth Column)**)

Part Four: Faculty Hiring and Contracts

The President on the recommendation of a College, Department, or other appropriate academic or administrative unit makes all appointments to faculty ranks with the concurrence of the appropriate Vice President. The University does not normally promote faculty at the time of initial appointment.

Policies for Hiring Faculty

Department's Request

Hiring Procedure:

Based on the need of an academic department, a designated university-based committee reviews CVs and recommend candidates for faculty positions.

1. The Office of Administration and Human Resources will Organize a short presentation (committee must attend the presentation)
2. Based on the results of (1), HR will send offer letter or a declining letter.
3. If the candidate refuses the offer letter, the head of the department will either modify the offer letter or move to the second candidate.
4. Upon the acceptance of the offer letter, HR moves to Contract Process.

Job Description

A Job Description must be attached to the contract.

Approval and Advertisement

Upon the approval of the President of the position, the Vice President or Chairman designs an advertisement and suggests a place (newspaper, online, etc.) to advertise it.

A copy of the advertisement and other documents should be sent to the office of HR/Admin.

Search Committee

The department and/or college will form a committee (Search Committee Form) of at least three (3) members to

- List criteria for selecting candidates;
- Make a short list;
- Interview candidates; and
- Make recommendations to the chair of the department.

A thorough search and careful selection precede any recommendation of appointment from any academic unit. The length and complexity of this process depend upon the nature of the appointment. The chair of the academic unit shall consult with the faculty of the academic unit about the needs of the program, providing faculty full opportunity to help define the qualifications and to formulate the description of the position. The dean, in consultation with the academic unit faculty, shall appoint an appropriate Search Committee to fill a vacant position.

Procedures for Offering Jobs

Equal Opportunity

The University is fully committed to equal opportunity at all levels without discrimination on the basis of race, gender, religion, age, family status, or national origin. In addition, discrimination is prohibited on any other basis prohibited by law that applies to the faculty member's employment at the University. As a university formed on American models, KUST will give priority to candidates who have substantial experience in American models of higher education.

Making an Offer

1. The Search Committee submits a short list of candidates and their qualifications to the Department of Administration and Human Resources.
2. The department or college will arrange for live or online interviews.
3. Based on agreed criteria, candidates will be given scores.
4. HR sends an Offer Letter to the top candidate. If he/she refuses the offer, then HR will send a similar letter to the second candidate.
5. When the Offer Letter is signed by both parties, KUST and the Candidate, it has the power of appointment. Therefore, both parties are bound to its terms.
6. The Offer Letter must state clearly the faculty position and rank, type of contract and salary, starting and ending day for acceptance, and any other matter which is related to appointment.

Type of Contracts

There are four types of contracts as they are explained in the APPENDEX III.

Full-Time Faculty

Full-Time faculty members have to work 35 hours per week based on the work assignment. The faculty teaching load will be determined according to his/her type of position.

Part-Time Faculty

Part-Time faculty members are working less than 35 hours based on the work assignment. The chairperson of the department will assign the number of teaching hours.

Temporary Contract

A Temporary Contract is given to faculty members who will work on special assignments for a department, college, or university.

Iraqi Labor Law

KUST follows the Iraqi labor law. (<http://arb.parliament.iq/archive/2015/08/17>)

Part Five: Faculty Rights and Responsibilities

Rights

Non-Discrimination Policy

No officer or employee of the Komar University of Science and Technology shall discriminate against any person because of religion, national origin, age (within the constraints of Kurdistan/Iraqi labor laws), non-disqualifying handicapping condition, ethnic group, political affiliation, or gender, in any of its programs, activities, contracts, personnel administration practices, or any other actions it undertakes.

Furthermore, the University will maintain and advance those practices, processes, and circumstances that afford equal opportunity to all individuals. Without limiting this non-discrimination policy, the Komar University of Science and Technology is committed to complying with all laws that apply to a faculty member's employment at the University.

Academic Freedom

Institutions of higher education exist for the common good. The common good depends upon an uninhibited search for truth and its open expression. Hence, it is essential that faculty members are free to pursue scholarly inquiry without undue restriction and to voice and publish individual conclusions concerning the significance of evidence that they consider relevant.

Participation in the Academic Activities

All faculty members are encouraged to participate in activities that fulfill the Mission and Objectives of KUST or those that contribute to their academic development. Faculty members must, however, complete an Academic Activity Form and obtain approval from their supervisors prior to engaging in these activities.

Salary

Faculty salaries, according to their rank and position, are available in the Office of Admin and Human Resources. The faculty's salary consists of Basic salary and (Fixed & Non-Fixed) allowances according to the scientific and certificate level.

Accommodation contribution

KUST contributes an amount per month toward the cost of accommodation for international faculty members (according to the policy).

Travelling

KUST pays the travel expenses for the international faculty members, only two-way ticket. KUST is not paying for any other travelling expenses incurred for travelling to other destinations outside the two places mentioned earlier. The faculty member should contact the Office of Administration and Human Resources for details.

Types of Leave

Faculty members have several options for leave based on their rights and needs:

1. **Sick Leave:** Faculty members have ten (10) days full paid sick leave per year. It is a must that he/she during the sick leave submit the physician report (Only Shorsh hospital is recognized), if the number of days exceeded 3 days must have entry/exist dates during his/her staying at the hospital. However, if the days exceeded 10, it will be considered as unpaid.

2. **Normal Leave:** Faculty members have annual paid leave stated in their contracts. He/she should not leave during semester in case of need it can be unpaid leave
3. **Leave without Pay:** Faculty members may request leave without pay if it does not affect his/her regular responsibilities.
4. Full Time Faculty Members: have two months (60 days), 75% paid.
5. Senior Positions: have one months (30 days) leave, 100% paid (July or August). HR will recommend in case of any need of any other staffs to have only one month leave with 100% of his/her salary.

For each type of leave, the faculty member must complete the Leave Form and obtain proper approval from his/her supervisor.

Holidays

In addition to the types of leave mentioned in above, faculty members have paid holidays as mentioned in the university calendar. Holiday will be according to the calendar, based on HR's order in coordination with Presidency and Head sections.

The holidays are as follows:

- 12th of RabidAwal (Prophet Mohammed's Birthday)
- Eid al-Adha
- Eid al-Fitr
- Islamic New Year
- Labor Day
- Nawroz
- New year

The following must be taken into consideration during holiday.

1. Faculty members should not schedule exams on the day before or after the holiday.
2. Holidays should not reduce the total number of instructional weeks, which are fourteen (14) weeks.
3. If a holiday overlaps with the weekend, it will not be substituted by a working day.
4. If any working day occurs between two holiday dates, it will be counted as regular leave and should be substituted by another working day.
5. Any holidays, which are ordered by the Government, the university must comply with them and should be substituted by another working day (instruction will be issued accordingly).
6. In case of any urgent situation, the President will decide to be holiday.

Compensation for Extra Teaching or Service Assignments:

Extra Teaching or Service Assignments will be compensated according to KUST regulations.

Participation in Development Programs

KUST encourages faculty members to participate in development programs, which are offered by the University and external organizations to sharpen their professional skills in instructional methods, computing.

Grant Programs: Faculty members at KUST should keep abreast of developments and innovative teaching methods in their fields. The University provides in-service training and

travel funds to assist faculty in attending important professional and industrial conferences and encourages faculty members to take advantage of these professional development opportunities. Provisions for faculty development are contingent upon the financial condition and constraints of the University.

Instructional Training: Faculty members at KUST should remain informed of new instructional methods at the university level. Faculty should participate in KUST's Instructional Training courses designed to improve their instructional abilities.

Note: any academic activities as mentioned above will be according to the KRC publication and conference policies. (to know more visit <http://krc.komar.edu.iq/>)

Appeal

Appeal Definition

1. An appeal is a written request by a faculty member for reviewing of a decision made by a person (or group of persons) acting in an official University capacity. The decision must have directly affected the academic activities of the appellant as an individual. Dissatisfaction with a Departmental, College, or University policy or practice is not grounds for appeal.
2. The purpose of the appeal process is to determine whether appropriate procedures were followed in making certain academic decisions, rather than to re-evaluate the merits of the decisions, themselves. The standard for upholding the appeal shall be limited to determining whether there were procedural errors (such as the failure to bring proper facts and criteria to bear on a decision, or the introduction of improper facts and criteria, or the existence of other procedural defects) that substantially affected the outcome to the detriment of the appellant.
3. It is important that the appeal be carried out with flexibility and in an atmosphere of collegiality, and participants should attempt to resolve the dispute informally before beginning the appeal process.
4. The appellant should file his or her appeal within three (3) days of being notified of the decision.
5. All information related to the appeal shall remain confidential.

Appeal Procedures

Step 1: The faculty member must complete an Appeal Form and submit it to the President's Office within three (3) days of being notified of the decision. The appellant must also submit the following documents:

- A copy of the statement regarding the decision;
- A statement concerning the inappropriate procedures which were followed in making decision; and
- A statement concerning the faculty member's attempt to resolve the issue within the academic unit, the outcomes thereof, and the date(s).

Step 2: The President forms an appeal committee consisting of at least three persons.

Step 3: The Appeal Committee investigates whether or not inappropriate procedures took place.

Step 4: The Appeal Committee submits its findings to the President.

The Appeal Committee must conclude its work within 15 days of its formation.

Responsibilities

Faculty members are required to be available on campus during the academic year as specified in the academic calendar. The duties of a faculty member shall consist of those responsibilities assigned by an appropriate administrator; monitoring and implementing safety policies in the classroom and laboratory; and monitoring and implementing ethical codes across the campus. Faculty members are expected to participate fully in the teaching during each regular term of the academic year. Teaching assignments, schedules, and other instructional responsibilities shall be performed under the direction of the supervising administrator. Teaching, research, and service shall be subject to evaluations by appropriate administrators and shall be considered in performance-based decisions relating to compensation, retention, promotion, termination, and renewal/extension.

Responsibilities as Faculty Members

To create a healthy work environment, increase productivity of the faculty member, and fulfill the KUST Mission and Objectives, the responsibilities of a faculty member at KUST are:

Administration

1. Fulfilling the department's Missions and Objectives based on the Chairman's instructions,
2. Cooperating with other faculty members and supporting units to fulfill the University's Missions and Objectives,
3. Being present at the campus for full workdays (based on the contract types). Please see the attached form.
4. Following Academic Calendars,
5. Serving in committees based on the Chairman or President's orders,
6. Advising students during registrations and Internship as assigned by the Chairman,
7. Managing classes based on the KUSTs' instructions,
8. Providing students with advice and support for increasing students' learning ability,
9. Writing recommendation letters based on students' requests, and
10. Providing a role model for ethical standards and academic freedom.

Teaching and Assessing Students

1. Teaching courses according to the faculty handbook (see Table 1) and the need of the department, and University,
2. Keeping minimum productivity per regular academic year (two semesters).
3. Preparing Syllabus for each course according to the MHESR and KUST procedures,
4. Posting copies of the lectures on Google Classroom and Logbook in the Library,
5. Utilizing adult learning techniques,
6. Keeping Office hours,
7. Making up missed classes,
8. Making up tests for students who have official excused absence, and
9. Giving students grades according to their performances in the tests, exams, quizzes based on the assessment tools in the syllabus.
10. Proctoring based on his/her teaching load.
11. Participating in the committees which will be formed by the University.

Quality Assurance:

1. Getting the approval of the Departmental Chairman or Vice President for the course's syllabi based on the nature of the course,
2. Checking the quality of the students' learning outcomes in the taught courses,
3. Applying Student-Centered Approach in the Teaching and learning process.
4. Checking QA reports and addressing the weak and strong points of the University in order to determine where exactly the University stands and how to improve the Quality of education system at the University level.
5. Getting approval for questions for the Mid-Term and Final Exams according to the MHESR and KUST procedures.
6. Full-time faculty members are responsible for fulfilling the requirement of QA criteria from Ministry of Higher Education and Scientific Research (MHESR) such as Continuous Academic development (CAD) and faculty Portfolio (FP) criteria.
7. Full-time faculty members are responsible for fulfilling the requirement of National University Ranking (NUR Criteria) which will ultimately affect the status of the University in the National Ranking.

Student Affairs (Please refer to Student Handbook at <http://osar.komar.edu.iq/>)

Research:

1. KUST encourages faculty members to conduct research according to the policies set by Komar Research Center (KRC).
2. Based on the approval of the University Council, a faculty member may receive financial and other kinds of supports.
3. Each faculty member must make at least one presentation within his/her specialty.

Academic Affairs

1. Course Syllabus: Prior to teaching a course, the faculty must prepare a complete syllabus for each course he/she is teaching. The syllabus should follow the KUST's Syllabus Standard Format. The syllabus must be approved by an authorized person (Chairman or Director of Office of Quality Assurance (OQA)). Faculty must observe the deadline for completing and getting the proper approval of the syllabus.
2. Textbook and References: The faculty should use one textbook as a main source for the course. The textbook should be selected based on its availability in the market. A digital copy of the textbook should be available in the local E-library at University. Homework assignments should be mainly from the textbook. In addition, the faculty should recommend three (3) references on the subject; they should be kept in the Library.
3. Teaching Course: The faculty member should meet the students weekly according to the published schedule. Faculty member must start and finish the class session according to the schedule. If for any reason, the faculty miss a class, he/she must make up the missing one.
4. Homework Assignment: The Faculty gives weekly homework, related to the topics covered in the class. The homework should be collected and graded. Homework answers should be shared with the students. Faculty members should avoid any ready online sources for designing Quiz, Test, Homework and Exams. He/she should look for the real life and local cases to design the questions and Assignments.

5. Office Hours: The faculty meets students of the course during the office hours that are published in the Syllabus, Classroom and posted in the Faculty office's door. Students have the right to communicate with the faculty only via emails.
6. Quiz, Test, and Exam: They are assessment tools, which can be defined by each educational institution. At KUST, the terms are defined as follow:

Quiz: Short-type questions (10-15 minutes long) given to students during the class to assess students' learning about materials covered in the same class or previous one. No preparation is required. It is possible to be open book or notebook.

Test: Longer than Quiz (about one hour) given to students to assess students learning about several subjects/topics. Preparation is required. No open book or notebook. Test questions should assess learning outcomes of the course.

Exam: Usually longer than a test and more comprehensive. Preparation is required. No open book or notebook. Exam questions should assess learning outcomes of the course.

7. Absence Report: Faculty must take student attendance in the beginning/ending of each class. Based on the KUST Attendance Policy, the faculty must report to the coordinator of his/her department monthly about students' absences and later will be shared with OSAR. OSAR will send a note to faculty with a copy to his/her file if the report is delayed.
8. Grade Report: Faculty must report grades to the chairman monthly. By the end of the semester and prior to the final exam, the faculty must send the chairman and Exam Committee a detailed report about grades (HW, Quiz, Tests) and their average.
9. Course Logbook: The chairman must check and keep a soft copy of all materials (Presentations, homework and solutions, and tests and their solutions) in the online Logbook of the department. The OQA and QA Committee will check on the logbook frequently via Google classroom. The chairman will send a note to faculty with a copy to his/her file if the logbook has not updated.
10. Google Classroom: KUST is using Google Classroom as an online learning system. Faculty must be familiar with using the service. IT center will help faculties who are not familiar with the system. The OQA/QA Committee plus the chairman will check on the Google Classroom frequently and send a note to the faculty with a copy to his/her file if the course on Classroom has not been updated.
11. Managing Class:
 - a. Faculty should be in class according to the schedule times, if there is a change in the starting time, then OSAR should change that as well on the published schedule. Instructors who are not following the published schedule considered absent.
 - b. Cleaning White Board: If an instructor reports to HR that he/she found the white board not cleaned with prove of photo. HR will take necessary actions (Concern Letter for the First time and a harder penalty if it is repeated)
 - c. Cellphones: It's not allowed for any faculty member to use his/her cellphones during the class time and/or proctoring Exams.

Other Academic Activities

Faculty members are encouraged to participate in the following:

1. Training courses.
2. Consultation services to governmental departments and private industry.
3. Activities that serve to develop their professional societies.

These activities must obtain authorization from the proper administrator and be announced.

Academic Ethics and Responsibilities

KUST recognizes and supports the principle that faculty members who speak or write as private citizens should be free from institutional censorship or discipline. However, a faculty member's special position in the community imposes particular obligations and serious responsibilities regarding conduct and behavior and requires that he/she act in the best interests of the profession and the institution. To address these issues, KUST has developed a policy on academic freedom, ethics and responsibility, and honesty and integrity in teaching and research.

Faculty ethical obligations and responsibilities to the students of KUST

Faculty members shall foster scholarly values in students, including academic honesty, the free pursuit of learning, and the exercise of academic freedom.

1. Faculty members shall act professionally in their academic relationships with students.
2. Faculty members shall exercise critical self-discipline and judgment in using, extending, and transmitting knowledge.
3. Faculty members are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into teaching inappropriate matter or material unrelated to the subject.
4. Faculty members must maintain respect for students' cultures and beliefs and for students as individuals, given their role as intellectual guides and counselors.
5. Faculty members must assure that evaluations of students reflect true merit. Faculty members must avoid taking any action that would compromise the honesty and equity of the evaluations.
6. Faculty members shall be available at reasonable intervals to students for consultation on course-work through posted office hours.
7. Faculty members shall duly acknowledge the contribution of students to their scholarship and research.
8. Faculty members shall not engage in any exploitation, harassment, or discriminatory treatment of students.

Faculty ethical obligations and responsibilities to other members of the Community of KUST

Faculty members shall not engage in any exploitation, harassment, or discriminatory treatment of any members of the university community.

1. Faculty members shall acknowledge the academic contributions of others and strive to be objective in their professional judgment of colleagues. Clearances must be obtained from the relevant persons when appropriate to the norms of the discipline, and digital and archival material must be used in accordance with the rules of the source.
2. Faculty members who are in a supervisory position shall abide by the rules and policies of the current KUST handbooks.

Faculty ethical obligations and responsibilities to KUST as an Institution

1. In determining the amount (if any) and character of work done outside of the institution, faculty members shall recognize that their primary responsibilities are to the institution. Such outside work shall be consistent with University regulations. Faculty members may follow subsidiary interests, but these must be revealed to the institution and must never compromise their freedom and willingness to draw intellectually honest conclusions.
2. When considering the interruption or termination of their service, faculty members shall take into account the effect of their decision upon the institution and give notice of their intentions as per their contract.
3. Faculty members shall accept their share of faculty responsibilities for contributing to the governance of the institution.

Note: KUST will be responsible towards its faculty members when any threats have during doing above responsibilities.

Part Six: Performance and Evaluation

Purpose: Faculty performance evaluations are conducted periodically to support and encourage excellence by recognizing and rewarding outstanding academic performances; to provide guidance to faculty members regarding professional improvements and developments; and to obtain information relevant to contract renewal/extension, promotion, termination, or merit pay decisions.

Information and Materials Required for Faculty Performance Evaluation

FACULTY EVALUATION FORM: This is an annual evaluation conducted for faculty members. The purpose of this form is to judge work performance of the faculty member in fair and systematic way. The Faculty member has the right to see this form and discuss the results with his/her supervisor.

Evaluation of Teaching

Teaching Activities

Teaching includes educational activities that directly involve students. Students should be in the center of the learning process at the university. New pedagogical methods should be applied for enhance the learning and understanding process. Activities in this area may include classroom discussion, instruction; advising; developing and testing new educational methods; developing and testing new evaluation methods; developing, testing and teaching new courses; serving as a course coordinator; and/or revising and improving existing courses. Teaching should be evaluated using multiple measures, which may include student surveys, peer evaluations, evaluations by Department Chairs/Directors of academic units, preparation of students for subsequent classes, teaching portfolios, and other appropriate means.

Instructor Course Evaluations

Students' surveys and faculty class visit reports, Chairman and QA Committee's observation although imperfect, provide useful measures and observations about the manner in which a faculty member's teaching is received and perceived by students. The chairman/QA Committee should share their concern with the instructors in case of having weakness in teaching process and following up procedure should be conducted to assure the quality of faculty performance.

Quality Assurance of Learning

Faculty members must participate in quality assurance policies and procedures, which contribute to assuring the quality of the courses and their learning objectives, the academic learning outcomes, and program educational objectives, as well as the departmental mission and vision. The annual report issued by the Office of Accreditation and Quality Assurance should serve as a supporting document to the individual faculty member's contributions.

Scholarly Activities

While there is no concise definition of what may constitute evidence of scholarly activities, it is generally recognized that a scholar has critical command of his or her field of study, as well as broad cultural interests. As evidence of scholarly activities, creative work may include, but is not limited to, literary publications, drawings, paintings, models, exhibitions, installations, digital creations and built work, as well as work and publications authored by the candidate. Assessment of creative work will be through examination of the normal products of such activity.

The highest indication of scholarly activities is the development, presentation, and documented acceptance of original work in the professional community. Excellence in scholarly activities typically reveals itself as continuing scholarly work documented primarily in publications appearing in relevant journals, in the form of books published by companies respected in the professional community, or adjudicated exhibitions of creative works. Citation of a candidate's work in the professional literature is another indicator of scholarly standing.

The publication of a textbook can be considered either in the category of teaching or of scholarly activities, depending upon the nature of the textbook and the contributions it makes to the field. A judgment on this matter should be requested from the outside evaluators as part of their written statements.

Services

Service is non-remunerated work other than teaching or scholarly activity on behalf of the University or external to the University. Below are examples of service to the University. The University commends faculty for undertaking a variety of volunteer work external to the University, but to be included in the evaluation for rolling contract or promotion, it must be related to the faculty member's professional expertise.

Evidence of professional service may include but is not limited to the following:

- Chairing of professional sessions at internationally recognized conferences.
- Serving on editorial boards of scholarly publications recognized in the profession.

Evidence of administrative and committee work may include but is not limited to the following:

1. Serving on the KUST standing committees or Ad-hoc committees;
2. Contributing to university committees, measured by the number of committees; type of committees, their importance and meeting frequency, and the applicant's effectiveness;
3. Contributing to curriculum and program/division development and course design;
4. Contributing to students' study programs (advising, consultation, field visits, securing training opportunities and joint projects with industry, etc.);
5. Professional consulting work within the university;
6. Contributing to consultation and service center work (joining in visits, securing projects, conducting workshops and seminars, etc.);
7. Performing administrative duties;
8. Contributing to student activities (societies, organizations, seminars, recruitment activities, etc.);
9. Contributing to the wider community, local society, and professional organizations as related to discipline;
10. Contributing through the initiation or maintenance of links between the University and external groups such as graduates, professional organizations, and government organizations.

Since an applicant's record of relevant service may not always be known and may thus be easily overlooked, it is important to direct particular attention to this category in the preparation of the file.

Senior Position Evaluation: This evaluation refers to senior positions will be conducted by staffs, peers and supervisors and has different forms for each groups (D1, D2 & D3).

Part Seven: Separation Policies and Procedures

Resignation

Faculty members may resign from KUST.

1. Resignation is governed by the following procedures.

There are two types of resignations: unharmed resignation and harmed resignation.

- a. **Unharmed Resignation:** The unharmed resignation occurs when the faculty member resigns by the end of the semester or when he has no teaching responsibilities during the semester.
- b. **Harmed Resignation:** The harmed resignation occurs when a faculty resigns during the semester and has teaching responsibilities, not given tests, or final exam according to the syllabus, not passing grades to OSAR according to the instructions and not fulfilling the assigned tasks.
2. **Instructions for Unharmed Resignation:** Faculty has the right for the followings:
 - a. Keeping salaries and one-half of the cost of air ticket (The ticket expense applies only to the international)
 - b. Faculty has no right of paid-leave.
3. **Instructions for harmed Resignation:** KUST shall take one or more of the following actions:
 - a. Faculty should be charged a total fee collected by the students for the courses or labs taught by the faculty.
 - b. Faculty member should return to the University the amount paid for the ticket; salaries paid from starting the semester to the resignation date.
 - c. KUST's keep his/her benefit and last salary.
 - d. If faculty refrained from paying the amount mentioned in (a), (b) and (c) KUST will sue the faculty for the amount in the local court in Sulaimany and international ones.
 - e. Faculty might be prevented from traveling outside of Kurdistan until the case is resolved

Letter of Resignation

The Letter of Resignation should contain the following:

- The faculty member must clearly state the reason for the resignation;
- Explain how the resignation will not harm the department, college or university
- The effective date must be at the end of semester.

Acceptance or Refusal of Resignation

The head of the department, dean, or president will weigh the following factors prior to accepting the resignation:

- **Teaching load:** the resignation should not affect the continuation of class and
- **Administration responsibilities:** the resignation should not affect continuation of any administration task or the implementation of a project.

The president has the right to accept or refuse the resignation. In the case of a refusal, reasons should be stated.

Procedures

The following procedures are followed prior to, during, and after resignation:

Step 1: Prior to resignation, the faculty member must schedule a meeting with a direct supervisor (chair) to discuss his/her intention to submit the resignation;

Step 2: If the supervisor cannot change the faculty member's decision, the faculty member should submit the Letter of Resignation including the items listed in (*Letter of Resignation section*).;

Step 3: The supervisor will submit his/her comments about items listed in (*Acceptance of Refusal of Resignation section*); if there are difficulties in fulfilling them, the supervisor should work with the faculty member to resolve them;

Step 4: When the paperwork is completed, it is submitted to the President for his/her final decision;

Step 5: If the resignation is accepted, then the paperwork will be transferred to the Department of Administration and Human Resources to process the termination of the contract of employment; if the resignation is refused, then the paperwork will be returned to the department/college.

Dismissal

Dismissal is the termination of employment of a faculty member of KUST before the term of appointment has expired. The University has the right to end the contract of a faculty member if he/she has violated one of the principles of professional conduct and ethics listed in 5.2.3 (*Faculty Responsibilities section*). The direct supervisor must show evidence of the violation and give the faculty member a chance to dispute the decision. If the supervisor is not convinced by the faculty member's explanation, he/she will draft a Letter of Dismissal to the President for his/her approval.

Letter of Dismissal

The Letter of Dismissal should include the following:

- A clearly stated reason for the dismissal;
- An explanation concerning how the dismissal will not harm the department, college, or university; and
- The date of effectiveness.

Procedures

The following procedures are used prior to, during, and after dismissal:

Step 1: Prior to the dismissal, the supervisor must schedule a meeting with the faculty member informing him/her about the violation and the department's intention to send him/her a Letter of Dismissal;

Step 2: The supervisor should submit the Letter of Dismissal, which should include items listed in (the Letter of Dismissal section),

Step 3: When the paperwork is completed, it will be submitted to the President for his/her final decision,

Step 4: When the dismissal is approved, the paperwork will be transferred to the office of Admin and Human Resources to process the termination of the contract of employment.

Part Eight: Grievance Code

This chapter provides the Grievance Code under which a faculty member who has a complaint against an administrative action or individual(s) in the academic unit, the unit or the central administration is able to seek a remedy within the University. A grievance procedure is a very serious matter and should not be entered into lightly. As responsible citizens of the University community, faculty members should proceed with good faith and should make a sincere effort to resolve disputes before resorting to the grievance process. Furthermore, resorting to the grievance process should occur only for those cases stated within the Definition of a Grievance section.

A grievance procedure is not a formal judicial proceeding and therefore is not required to comply with rules of evidence that are applicable in a court of law. To the extent that any provision of this Code conflicts with any applicable law, the applicable law prevails.

Before pursuing remedies outside the University, a faculty member is obligated to the KUST procedures outlined in this Code.

Definition of a Grievance

A grievance is a formal complaint by a member of the faculty that his or her terms or conditions of employment at the Komar University of Science and Technology, or ability to act in his or her professional or academic capacity at the University has been significantly impaired due to serious violations as a result of one or more of the items listed in (1) through (3) below. A grievance is not an opportunity for a faculty member to express disagreement over the judgment rendered by an administrator or committee; rather, it provides the opportunity to redress one of the following:

1. Violation of academic freedom as defined in Faculty Rights;
2. Violation or misapplication of an applicable University contractual provision, practice, procedure, regulation or rule;
3. Violation of accepted standards of behavior in the workplace of the University as stated in the Faculty Handbook.

The aggrieved faculty member must demonstrate the occurrence of procedural or factual errors in the case.

Applicability

Individuals in the following positions may not grieve under this code: all administrators, including the President, deans, associate deans, department chairs and directors.

Procedures

Step 1: The aggrieved faculty member must complete the Grievance Form and submit it to the President's Office within seven (7) days of having attempted to resolve the issue with his/her academic unit. On the Form, he/she must include:

- a. The type of violation supported by documents;

- b. A description of the attempt to resolve the issue within the academic unit, outcomes, and date(s); and
- c. A letter from the director (chair) explaining his/her view of the violation and reasons for not resolving the issue.

Step 2: The President forms a grievance committee of three persons as follows:

- a. One faculty member from the aggrieved faculty member's academic unit;
- b. One faculty member from another academic unit; and
- c. The Director of the Office of Administration and Human Resources.

Step 3: The Grievance Committee will interview the aggrieved faculty member and the head of his/her academic unit and check the accuracy of the information included on the Grievance Form and in the letter from his/her academic unit.

Step 4: The Grievance Committee makes a recommendation to the President.

The Grievance Committee must conclude its work within 15 days from its formation.

Decision

The President will make a decision within 7 days after receiving the recommendation from the Grievance Committee.



به ئیننامه

من که نام () پۆسته کهم () له زانکۆی کۆمار بۆ زانست و تهکنه لۆجیا ، به ئین دهدهم به زانکۆی ناوبراو بۆ سالی خویندنی 2022 - 2023 که له ههچ دامهزراوهیهکی تایبته و زانکۆیهکی حکومی یان تایبته له حکومهتی ههڕیمی کوردستان و عێراقی فیدرال فهرمانههر و مووچه خۆر نیم، وه ئهگه کارێکی دیکه ههبوو لهو شوینانهی له سه رهوه باس کراون زانکۆی ئی ئاگادار دهکهمهوه و رهزنامهندی زانکۆ وهردهگرم .

به پێچهوانهوه ئامادهم بۆ ههموو لێرسینهوهیهکی یاسایی بۆیه له خوارهوه واژووم کرد

واژووی به ئیندهر:

ناوی سیانی :

ژماره ی ناسنامه :

ناویشانی به ئیندهر:

دهرچووه له:

رێکهوتی دهرچوون:

ژماره ی مۆبایل:

سه روکی زانکۆ

یاسایی زانکۆ



Job Description

Position: Academic Departments Chairmen

Reporting to: VP of Academic Affairs or President

Coordination: With academic and Supporting Directorate within KUST; Community, MHE and Government Directorate

Position Type: Twelve months full-time Appointment

Responsibilities:

Based on Law 2 of 2013 of Kurdistan Regional Government and approval of the University Council in UCF14N17 of June 29, 2015, the responsibilities of a departmental chair of an academic program at KUST are:

1. Administration

- 1.1 Fulfilling the Department's Mission and Objectives
- 1.2 Cooperating with other academic departments and supporting units within KUST to fulfill the University's Mission and Objectives
- 1.3 Cooperating with similar departments in other universities to develop joint programs
- 1.4 Providing academic leadership within the Department
- 1.5 Managing the Department's personal affairs
- 1.6 Recruiting faculty members for the department with cooperation of HR
- 1.7 Representing the Department in the University Council
- 1.8 Preparing Courses and Departmental schedule every semester
- 1.9 Assigning teaching load to faculty members
- 1.10 Monitoring faculty members' activities (teaching, research, others)
- 1.11 Approving awards and research of the faculty members
- 1.12 Approving Leave and Sick leaves of the Faculty members
- 1.13 Approving absence report of students
- 1.14 Making recommendations to the faculty members
- 1.15 Making recommendations to the President on a faculty renewal contract

2. Teaching

- 2.1 Teaching courses according to the faculty bylaws and the need of the Department, College and University.



3. **Quality Assurance**

- 3.1 Nominating a faculty member to the Quality Assurance Committee
- 3.2 Checking the quality of the taught courses
- 3.3 Checking QA reports on the faculty and assisting faculty members to overcome shortages, if any

4. **Student Affairs**

- 4.1 Managing students' affairs within the Department
- 4.2 Providing advises during the registration, drop/add, withdraw, etc.
- 4.3 Solving students' problems
- 4.4 Approving "W" and "I" grades

5. **Others**

- 5.1 Conducting/Supervising tasks which improve the Department, enhance its reputation, engagements, etc.
- 5.2 Conducting tasks which are assigned by President, Vice President for Academic Affairs and Dean

Required Qualifications for Chairman:

1. Ph.D. in one of the main academic areas of the Department
2. Five years' academic experience in teaching and management
3. Ability to communicate effectively in English and Kurdish
4. Rank of Lecturer





Job Description

Position: Coordinator of Department

Reporting to: Chairman

Coordination: With academic and Supporting Directorate within KUST; Community,

Position Type: Twelve months full-time Appointment

1. Representing college / department at joiner level.
2. Advising students academically based on the student handbook and academic policies.
3. Reporting students absent reports to OSAR according to the regulations.
4. Organizing activities (e.g. seminar by faculty and students or external guests).
5. Maintaining the website of the college or department.
6. Providing OSAR, Admin/HR etc. with needed data and information.
7. Cooperating with other coordinators to improve services to students and faculty member, and
8. Participating in solving challenges facing students learning.
9. Cooperating with OSAR for Schedule.
10. Participating in Exam Committee.

Required Qualifications for Faculty Member:

1. Master degree in subject (or related) he/she is teaching.
2. Rank of Assistant lecturer and above.
3. Obtaining equalization from the MHE for the academic degrees.
4. Obtaining Teaching Method Certificate from an authorized institution.
5. Ability to communicate effectively in English and/or Kurdish.





Part Four: Research%10

4.1 List publications (up to three)

- a.
- b.
- c.

Part Five: Supervisor opinion %10

Scoring:

2 = Satisfied

1 = Satisfied partially

0 = not Satisfied

Item	Filled by Supervisor
1. Shows accuracy and reliable information.	
2. Works cooperatively in a group and shares knowledge with other co-workers..	
3. Attends meetings well prepared.	
4. Giving ideas or initiative to help for developing the Department	
5. Follows deadline	
6. Overall, is he/she a valuable member of the University	
Total	

Supervisor Recommendations to the Faculty Member:

- 1.
- 2.
- 3.

Supervisor Recommendations to the President

Renew Contract: () YES () NO

Work Performance' Salary Increase: () YES () NO

Name, Signature and Date:

Office of HR Recommendation (Optional):

President (or VP for Academic Affairs) Decision:



Faculty Interview Evaluation Form

Employee Name:	Employee Code:
Department:	Date:
Status: <input type="radio"/> FT Faculty <input type="radio"/> OPT Faculty	Personal email:
Phone Number:	Current Address:

Applicant Name:	Applied Position:
-----------------	-------------------

Please use this form as a guide to evaluating the applicant’s qualifications for employment. Check the appropriate numeric value corresponding to the applicant’s level of qualification and provide appropriate comments in the space below.

Rating Scale:	5. Excellent-exceeds requirements	2. Below Average—Does not meet requirements
	4. Acceptable proficiency	1. Not applicable to this candidate
	3. Satisfactory	

	Rating				
	5	4	3	2	1

1. Presentation Skills: Overall assessment of candidate’s 20 min. presentation for organization and stand-up /facilitation skills, tone, and body Language.					
2. Candidate’s Understanding of the Position: Assess the candidate’s knowledge of the position and its requirements.					
3. Relevant Background/Special Skill Set: Explore the candidate’s knowledge.					
4. Professional Impression: Consider self-confidence, maturity, and presence to assess the candidate’s level of professionalism.					
5. Motivation: Analyze the applicant’s ability to think and act independently, and goal orientation. Why does this person want to work at KUST					
6. Interpersonal/Communication Skills: Assess ability to express ideas and thoughts clearly.					
7. Flexibility: In time Management, class time, exam time					
8. Organizational Fit: Review the candidates’ potential to fit the university and culture.					
9. Work Experience: the experience related to the position					
10. Initiative: Ability to make a positive contribution to the department’s priorities & strategic goals					
11. Behavior: Class Management, Mastering class, and the students					
12. Required Document: Certificate, teaching method, equalization					
13. Overall Evaluation: Please add appropriate comments below:					



Comments (Please summarize your perceptions of the candidate's strengths and any concerns that should be considered:

Recommendation:

Hire

Recommend interview for other positions within KUST

Possible Interest

Reject

Signature:

Position

Name of Evaluator:

Date:





Job Description

Position: Faculty Member

Reporting to: Chairman of the department or VP of Academic Affairs

Coordination: With academic and Supporting Directorate within KUST; Community,

Position Type: Twelve months full-time Appointment

Responsibilities:

Faculty Member: He/She is a KUST employee governed by KUST's policies, rules, and instructions and his main duty is academic.

Purpose: To create a healthy work environment, increase productivity of the faculty member, and fulfill the KUST Mission and Objectives, the responsibilities of a faculty member at KUST (effective from September 1st, 2015) are:

1. Administration :

- 1.1 Fulfilling the Department's Mission and Objectives based on the Chairman's instructions,
- 1.2 Cooperating with other faculty members and supporting units to fulfill the University's Mission and Objectives.
- 1.3 Being present at KUST for full work day
- 1.4 Following Academic Calendars
- 1.5 Serving in committees based on the Chairman or President order
- 1.6 Advising students during registrations and Internship as assigned by the Chairman
- 1.7 Managing classes based on the KUST's instructions
- 1.8 Providing students with advice and support for increasing students' learning
- 1.9 Writing recommendation letters based on students' requests
- 1.10 Providing a role model for ethical standards and Academic Freedom.

2. Teaching and Assessing Students:

- 2.1 Teaching courses according to the faculty bylaws and the need of the Department, College and University
- 2.2 Keeping minimum productivity of 300 credit hours (CH) per semester and 600 CH per regular academic year (two semesters)
- 2.3 Preparing Syllabus for each course according to the MHE and KUST procedures.
- 2.4 Posting copies of the lectures on Google Classroom and Logbook in the Library.
- 2.5 Utilizing adult learning techniques.
- 2.6 Keeping Office hours.
- 2.7 Making up missing classes
- 2.8 Making up tests for students who have excused absence.
- 2.9 Giving students grades according to their performances in the tests, exams, etc.



3. Quality Assurance:

- 3.1 Getting the approval of the Departmental Chairman or President (VP for Academic Affairs) for the courses syllabi based on the nature of the course
- 3.2 Checking the quality of the students' learning outcomes in the taught courses
- 3.3 Checking QA reports and avoiding (or addressing) shortages in items labeled "concern" and "weakness" judgment
- 3.4 Getting approval for questions for Mid-Term and Final Exams according to the MHE and KUST procedures.

4. Student Affairs:

- 4.1 Managing students' behavior within the class
- 4.2 Providing advice during the registration, drop/add, withdraw, etc.
- 4.3 Solving student-learning's problems
- 4.4 Recording student's absence
- 4.5 Warning students who pass the 7% of classes
- 4.6 Approving "W" and "I" grades, and
- 4.7 Posting course grades after Mid-Term, before and after the Final Exams punctually.

5. Research:

- 5.1 KUST encourages faculty members to conduct research according to the policies set by Komar Research Center.
- 5.2 Based on the approval of the University Council, a faculty member may receive financial and other kinds of supports.
- 5.3 Each faculty must make at least one presentation within their specialty.

6. Others:

- 6.1 Conducting academic tasks which are assigned by President (or VP for Academic Affairs) and Chairman, and
- 6.2 Submitting initiatives which lead to improvement of Department or University

Required Qualifications for Faculty Member:

1. Master degree in subject (or related) he/she is teaching.
2. Rank of Assistant lecturer and above.
3. Obtaining equalization from the MHE for the academic degrees.
4. Obtaining Teaching Method Certificate from an authorized institution.
5. Ability to communicate effectively in English and/or Kurdish.



IOP Conference Series
Earth and Environmental Science

Final Acceptance Letter

Date: September 11, 2022

Paper ID: ID 62

Dear Authors,

On behalf of **International Conference of Water Resources in Iraq: Perspectives and Prognosis (ICWRPP 2022)** Committee and based on our reviewers' evaluation after blind peer reviewing process and the editors' approval. We are pleased to inform you that your paper entitled:

NaOH- Treated Biochar Derived from Date Palm Waste for Removing Anionic Dyes from Aqueous Medium

written by author(s):

Mohammed F. Al-Rubaye -Department of Civil Engineering, University of Technology, Baghdad,Iraq.

Faris H. Mohammed -Department of Civil Engineering, University of Technology, Baghdad,Iraq.

Abdul Hameed M. J. AL-Obaidy - Enviroment Research Center, University of Technology-Iraq

has been accepted and will be processed for publication in the **IOP Conference Series: Earth and Environmental Science for Publication (ISSN: 1755-1307-E-ISSN:1755-1315)**.

It is our pleasure to invite you to attend (virtually or attending campus) for the International Conference Water Resources: Perspectives and Prognosis (ICWRPP 2022) at Komar University of Science and Technology (KUST), Sulaimani, KR, Iraq on 2-4 October 2022 to present your paper. Congratulations for the achievement, the technical details about the publication will be informed later.

Prof. Salahaddin Saeed Ali (Ph.D.)

ICWRPP 2022 Conference
Supreme Committee Chair

Asst. Prof. Ako Rashed Hama (Ph.D.)

Head of Scientific Committee
ICWRPP 2022



Department of

Sr. No. F

Date:

To: The Director Office of Human Resources & Administration.

Subject: Compensation for Supervisor of Graduation Projects

This is kindly requesting your office to compensate Dr. () for supervising () graduation projects in the department of () in the semester of () 2020-2021, as follows:

List of projects he supervised and examined:

Sr. No.	Project Title	Name of the students	Date of Presentation

Name of Evaluators: (internal and external):

1)

2)

It would be highly appreciated if your office considers the above-mentioned case.

With best regards,

Signature



Name:

Department:

Post title:

Day	Date	Time	Total	Leave condition	Employee	Replacement signature	Supervisor signature
		(From -To)	hours		signature		
Thu.	Sep 1, 2022						
Sat.	Sep 3, 2022						
Sun.	Sep 4, 2022						
Mon.	Sep 5, 2022						
Tue.	Sep 6, 2022						
Wed.	Sep 7, 2022						
Thu.	Sep 8, 2022						
Sat.	Sep 10, 2022						
Sun.	Sep 11, 2022						
Mon.	Sep 12, 2022						
Tue.	Sep 13, 2022						
Wed.	Sep 14, 2022						
Thu.	Sep 15, 2022						
Sat.	Sep 17, 2022						
Sun.	Sep 18, 2022						
Mon.	Sep 19, 2022						
Tue.	Sep 20, 2022						
Wed.	Sep 21, 2022						
Thu.	Sep 22, 2022						
Sat.	Sep 24, 2022						
Sun.	Sep 25, 2022						
Mon.	Sep 26, 2022						
Tue.	Sep 27, 2022						
Wed.	Sep 28, 2022						
Thu.	Sep 29, 2022						

Signature of Director
Bryar Esmail Mohammed



Komar University of Science and Technology

Monthly Vacation Permit (2022) office of HR

KUST HR 310

Instruction:

- Please return this form to the HR office before the end of each month with the employees' and supervisor's signatures.
- In case of any cancelation of the Leave, your supervisor should sign before returning the Form to HR
- In case of losing the form, you need to visit HR to receive another copy.
- Any (Normal. Sick) leave which is not recorded within this form will be counted as an absence.

تېيىنى :

- پېويسته ئەم فۆرمە پېش كۆتاي مانگ به واژوى (مامۆستا-فەرمانبەر) و سەرپەرشتىارى به شهوه بگەرپېزېتهوه بۆ نوسىنگەى سەرچاوه مرۆيه كان.
- له كاتى هه لوه شاندهوهى مۆلەت يان به كارنه هېنانهى فۆرمه كه پېويسته فورمه كه به به تالى بگه پېزېتهوه بۆ نوسىنگەى سەرچاوه مرۆيه كان به واژۆيى سەرپەرشتىارى راسته وخۆ.
- له كاتى وونكردى فۆرمه كه ئەوا ده بېت وېنه يه كى تر له نوسىنگەى سەرچاوه مرۆيه كان وه ربگرېتهوه.
- ههر مۆله تىك (ناساى، نه خۆش) له دهره وهى ئەم فۆرمه بېت به نه هاتوو هه ژمار ئە كرېت.