



جامعة الملك فهد للبترول والمعادن
King Fahd University of Petroleum & Minerals

Emerging Professor Program

Rules and Regulations

June 2024

1 Introduction

The Emerging Professor Program has been established to identify and recruit outstanding KFUPM students. The process ensures that students avoid downtime between graduating from KFUPM and commencing graduate studies abroad. The program also supports them through the graduate admission process, helping them complete their degrees efficiently and ultimately serve as faculty at KFUPM.

2 Objective

The objectives of this program are as follows:

1. Optimize the hiring process for KFUPM Saudi Emerging Professors.
2. Foster an environment that assists Emerging Professors in securing admission to top-tier international universities and completing their graduate studies successfully.
3. Enhance Emerging Professors' teaching skills, which will be utilized in their careers both before and after graduation.
4. Instill best research practices and techniques to facilitate the successful completion of their higher degrees and subsequent research.

3 Emerging Professors Recruitment

3.1 Provisional Hiring

1. An invitation email to join the KFUPM faculty community as an Emerging Professor will be sent in **January** by the President of KFUPM to Junior (**FastTrack EPP**) and Senior (**Regular EPP**) students with a CGPA of 3.5 and above.
2. A seminar will be offered to all interested students to introduce the academic career path, its benefits and responsibilities, and the university's expectations.
3. Students willing to join the program will be asked to complete the online application. The registration process runs throughout **February**. The lists of interested applicants will be filtered and forwarded to the departments.
4. The department/college will review the applications and submit their decisions **no later than mid-April**.
5. Other required approvals (e.g., GAs Committee and President) need to be completed by **the end of the spring semester**.

6. The accepted **FastTrack EPP** applicants will receive a provisional employment letter by **the end of the spring semester**.
7. During the summer, the EPP team will organize workshops to enhance the skills of Emerging Professors and focus on securing admission to top-tier universities (see table 1).
8. The EPP enrollees must secure admission to a PhD program at a reputable international university by **the end of the fall semester** of the following academic year.
9. A Saudi student pursuing a BS, MS, or PhD degree at a highly ranked international university who satisfies the Emerging Professor Program's criteria is eligible to apply.

3.2 GA Contract

10. After EPP enrollees complete their undergraduate degree, a progress report will be prepared by their department for final approval. Upon approval at the departmental level, it will proceed to the college level and then to the Vice President for Academic Affairs. Once approved by the department, the college, and the VPAA, the application will be forwarded to Talent Acquisition for the official hiring as a Graduate Assistant (GA).
11. The **FastTrack EPP** enrollees will be offered a **senior** GA contract if they secure admission to an international PhD program by KFUPM graduation. If no admission to an international PhD program is secured, they will exit the program.
12. The **Regular EPP** enrollees will be offered a **senior** GA contract if they secure admission to an international PhD program by KFUPM graduation. If no admission to an international PhD program is secured, they will be offered a regular GA contract and enroll in KFUPM PhD program. During the first year, they must secure admission to an international PhD program; otherwise, they will exit the program.
13. The accepted universities for abroad study are the top 20 North American universities in the desired field of study according to QS World University Rankings by Subject.
14. A GA must complete their PhD degree within five years from its commencement. Failure to complete the degree within this time frame will result in termination of the program.
15. After completing their PhD, the Graduate Assistant will be appointed as an Assistant Professor at KFUPM and will be required to serve the university for a minimum number of years equivalent to the duration of the scholarship.
16. The University reserves the right to terminate the GA contract for any valid reason, such as academic performance or ethical issues.

4 Emerging Professors Development

4.1 Development Program

The development program includes a series of seminars/workshops, offered in the senior year, to equip GAs with the needed skills during their academic journey.

The program will emphasize the following skills:

1. Development of Vision and Self-Motivation

Developing a vision and self-motivation is essential to instill a sense of planning and responsibility and will guide GAs throughout their careers and afterward.

2. Effective Leadership and Management Skills

Development of competencies for effective leadership, such as self-awareness, networking skills, persuasion and influence, learning agility, strategic thinking, insight, planning, and delivery.

3. Stress, Time Management, and Resilience Skills

Prospective academics must manage their time and remain resilient in this fast-paced and intellectually demanding work. Developing early ability of emotional management, physical well-being, concentration and focus, and dealing with challenging situations are essential for streamlining an Emerging Professor's full involvement in teaching, learning, and research.

4. Communication Skills

Skills related to engaging with colleagues, peers, and others play a vital role in their social, technical, and psychological advancement. In addition, oral presentation skills and written communication skills are essential to the professional development of Emerging Professors.

5. Effective Teaching Skills

Effective teaching skills are important for the Emerging Professor to carry out teaching responsibilities successfully and efficiently.

6. Effective Research Skills

The development program introduces skills necessary for conducting research activities efficiently and successfully.

4.2 Program Timeline

Table 1. shows the tentative set of seminars and workshops.

Summer	
1	Academic Career Path: Challenges and Benefits
2	Abroad Admission at Top-Tiered Universities: Challenges and Requirements
3	Statement of Purpose
4	Effective Style of Communication with Instructors, Students and Peers
5	Developing Vision and Self-Motivation
6	Time Management
7	Team-Based Learning
8	TOEFL, GRE/GMAT Exams Prep Courses
9	Enhancing Research Skills
10	Effective Leadership and Management Skills
Fall/Spring	
11	Participatory Classrooms
12	Students' Motivation
13	Adaptation

4.3 Eligibility

All the **EPP enrollees** are eligible and must attend all the organized seminars and workshops.

5 Incentives

- a. One sponsored visit to several approved universities to assist in obtaining PhD admission.
- b. A reward of 50,000 SR for admission in one of the North American universities among the world's top 10 according to the QS World University Rankings. The reward is due after one term of enrollment at that university.
- c. Reimbursement (paid after obtaining admission):
 - Up to 15 application fees for universities approved by department/college.
 - Registration fee for TOEFL, GRE, or GMAT exams for two times/test.
- d. Granting approval to continue one-year postdoctoral studies for those who complete PhD studies within four years from the commencement of the PhD program.