Directive No. 1146/2026

Directive for the Appointment of Presidents and Vice Presidents of Public Higher Education Institutions

July, 2026

Ministry of Education

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Whereas, it has become necessary to establish a participatory, transparent, merit-based, and competitive system of leadership and governance selection to ensure good governance, enhance institutional capacity, and boost motivation and acceptance within the university community;

Whereas, it is necessary to carry out inclusive competition and placement across the diverse senior executive leadership positions within higher education institutions;

Whereas, higher education institutions are currently undergoing reform processes, and it is found essential to establish a uniform system to recruit professionally trained, competent, capable, and reliable leaders into executive positions to upgrade educational quality and relevance;

Now, therefore, the Ministry of Education has issued this directive pursuant to the powers vested in it under Article 52, Sub-Article 5 of the Higher Education Proclamation No. 1152/2019 (2011 E.C.).

Part One

General Provisions

1. Short Title

This Directive may be cited as the **"Directive for the Appointment of Presidents and Vice Presidents of Public Higher Education Institutions: Directive No. 1146/2026."**

2. Definitions

In this directive, unless the context requires otherwise:

1. **"Candidates coming from the industry"** includes leaders who serve in top-level management, senior management, or equivalent roles in governmental and non-governmental institutions and organizations outside of higher education institutions.
2. **"Leadership and Administrative Positions"** means the executive roles—specifically President, Vice President, and equivalent positions—to which officials are appointed to execute the primary objectives of the higher education institution as outlined in the Proclamation.
3. Terms not explicitly defined in this directive shall have the meanings assigned to them under Proclamation No. 1152/2019.
4. Provisions expressed in the masculine gender shall apply equally to the feminine gender.

3. Scope of Application

This directive shall apply to Presidents and Vice Presidents assigned to public higher education institutions.

4. Principles

The recruitment and selection process shall adhere to the following core principles:

1. Transparency
2. Inclusivity / Participatory approach
3. Open competition
4. Merit and competence-based evaluation
5. Fairness / Equity
6. Diversity
7. Accountability
8. Confidentiality

Part Two

Leadership Recruitment and Selection

5. Recruitment

1. The recruitment, selection, and appointment of senior executives in higher education institutions shall be executed through an open and participatory competitive process.
2. Vacancy announcements for open leadership positions shall be publicized across all available media platforms, including print, mainstream, and social media networks.
3. The vacancy announcement shall remain open for twenty-two (22) consecutive working days. The entire recruitment, selection, and appointment process shall be completed within three months, with results finalized and announced within a total of four consecutive months.
4. To secure competent and sufficient candidates, the Headhunting Committee shall actively engage in persuasive and encouraging outreach to invite qualified and experienced applicants to register for the competition.
5. Affirmative action for candidates requiring special support shall be implemented in accordance with the Civil Servants Proclamation No. 1353/2025 (2017 E.C.).

6. Universal Eligibility Criteria for Nomination and Registration

Any candidate applying or nominated for a position must fulfill the following:

1. It must be verified that any civil lawsuits related to their professional responsibilities do not negatively impact their work performance.
2. Any candidate who has been convicted of corruption, breach of trust, or severe ethical offenses shall be disqualified from nomination, even if they have fully completed their penal sentence.
3. Anyone who has served out a criminal sentence for other offenses and has been formally rehabilitated.
4. The candidate must not have previously served in the exact same vacant leadership position for two consecutive terms at any public university.
5. An executive who has previously served as a President shall not be barred if they choose to compete for a Vice President position.
6. An executive who has served two consecutive terms as a Vice President is eligible to compete for a Presidential position.

7. The candidate must be able to complete a full six-year term of service before reaching the mandatory retirement age.
8. Candidates drawn from the academic staff of higher education institutions must hold the academic rank of Assistant Professor or above.
9. A female candidate from a higher education institution who holds a Master's degree may compete for vacant leadership positions of President or Vice President for Administration and Business Development without being restricted by academic rank requirements.
10. The candidate must be an Ethiopian citizen or an Ethiopian origin.
11. An executive currently serving as a President or Vice President at one institution is permitted to compete for leadership vacancies announced within their own institution or at another institution.
12. Moving forward, once an appropriate national accreditation system is operationalized, candidates must be graduates of fully accredited and renowned domestic or foreign universities.
13. Strategic plans must be prepared and presented in the official medium of instruction of higher education institutions (English).
14. If a satellite campus is located 25 kilometers or more away from the main university campus and is officially recognized by the Ministry of Education, the Campus Head position shall be deemed equivalent to the rank of a Vice President. Accordingly, recruitment for such vacant campus head positions will utilize the selection criteria set for Vice Presidents.

7. Eligibility Criteria for Presidential Competitors

Without prejudice to the universal requirements set out in Article 7 above, any candidate for the presidency must meet the following:

1. Any candidate competing for the presidency must hold the academic rank of Assistant Professor or above.
2. Notwithstanding Sub-Article (1) of this Article, in the event that there is an insufficient pool of female candidates, they may be permitted to compete at one educational level lower.

3. The minimum required work experience is 2 years of service as a President, 3 years as a Vice President, or 3 years as a College Dean.
4. A candidate coming from the industry sector must have managed a volume of staff and generated/administered an institutional budget in their previous employment that is proportional to the scale of the higher education institution they are contesting to lead.
5. A female candidate from a higher education institution holding a Master's degree may compete for a vacant Presidential leadership post without being restricted by academic rank requirements.

8. Eligibility Criteria for Vice President for Academic Affairs and Research & Community Engagement

Without prejudice to the provisions of Article 7, candidates for this specific track must meet the following:

1. Must hold a terminal degree (PhD / Third Degree / Specialization).
2. Must have served for at least 2 years as a Vice President, or 3 years and above as a College Dean or as a Director within the academic sector.
3. Candidates coming from the industry to compete for the position of Vice President for Academic Affairs or Research & Community Engagement must possess at least ten (10) years of teaching and research experience within higher education institutions.

9. Eligibility Criteria for Vice President for Administration and Business Development

Without prejudice to the prerequisites listed under Article 7, the following criteria must be fulfilled:

1. Must hold a Master's degree (Second Degree) or above.
2. The minimum work experience required is 2 years of service as a Vice President, or 3 years and above as a College Dean or Director.
3. A candidate coming from the industry sector must have managed a workforce and administered/mobilized a budget in their previous leadership role that is proportional to the Administration and Business Development sector of the competing higher education institution.

4. A male candidate competing for an Academic Vice President position must hold the academic rank of Assistant Professor.
5. Notwithstanding Sub-Article (4) of this Article, if there is an insufficient pool of female candidates, they may be permitted to compete at one educational level lower.

10. Leadership Selection

The point allocation designated for candidates must be clearly and explicitly categorized under academic preparation, work experience, institutional vision document, and interview.

11. Point Allocation for Presidential Candidates

1/ Academic Preparation and Rank (30%)

(A) For Candidates Coming from Higher Education Institutions

No.	Educational Level	Equivalent Academic Rank	Allocated Points
1	PhD Holder	Professor	30
2	PhD Holder	Associate Professor	29
3	Master's Degree Holder	Associate Professor	28
4	Master's Degree Holder	Female candidate, without rank restrictions	28
5	PhD Holder	Assistant Professor	27
6	Master's Degree Holder	Assistant Professor	25

(B) Points Allocated for Academic Preparation for Candidates Coming from the Industry

Subject to the prerequisites stipulated under Articles 7 and 8 above, a candidate with a PhD shall be allocated **30 points**, and a candidate with a Master's degree shall be allocated **28 points** for academic preparation.

2/ Work Experience Management (30%)

(A) For Candidates Coming from Higher Education Institutions

A candidate coming from a higher education institution must have relevant leadership experience—at minimum, serving as a College Dean or as a Director in the academic sector—which must be verified by the senior leadership of the institution where they served. The score will be awarded out of **30%** based on the cumulative sum obtained by multiplying each period of leadership service by the specific weight assigned to that leadership tier.

Leadership Work Experience Matrix (Higher Education)

Leadership Tiers	**Weight**	**12**	**11**	**10**	**9**	**8**	**7**	**6**	**5**	**4**	**3**	**2**	**Cumulative Score (Out of 30%)**
President and equivalent ranks	2.5												
Vice President and equivalent ranks	2.0												
College Dean and equivalent ranks	1.5												

Leadership Tiers	Weight	12	11	10	9	8	7	6	5	4	3	2	Cumulative Score (Out of 30%)
Vice Dean, Deputy Director, and equivalent	1.0												
Department Head and equivalent ranks	0.5												

(B) Explanatory Note on Leadership Experience Scoring

The score for leadership experience relevant to the position is granted for each period of leadership service. The weight assigned varies depending on the specific tier of leadership held. Detailed scoring breakdowns are elaborated in Annex 2.

(C) For Candidates Coming from the Industry (Leadership Work Experience Scoring)

Leadership Tiers	Weight	10	9	8	7	6	5	4	3	2	Cumulative Score (Out of 30%)
Top-Level Management / Executive Authority	3										
Senior-Level Management / Higher Responsibility	2.75										
Director General, Deputy Director General, Lead Executive, Directorate General, and equivalent	2.5										

For the leadership position, the score for relevant leadership experience shall be calculated for each period of leadership service. It will be recorded by multiplying the service period by a weight multiplier of **3** for senior management (top leadership) and services held at this level, **2.5** for high-level responsibility and services held at this level, and **2** for Director General, Deputy Director General, Lead Executive, Directorate General, and services held at this level.

(D) Leadership work experience shall be calculated based strictly and exclusively on the period during which the candidate actively served in a leadership role starting from the official date of assignment or appointment.

(E) The service history of all candidates shall be verified against their personal files. Only relevant leadership service periods, determined in accordance with Sub-Articles 2(A) and 2(C) of Article 12 above, will be considered for the calculation.

3/ Strategic Plan Preparation and Presentation (40%)

The candidate shall present their prepared strategic plan to the attendees and the Recruitment and Selection Committee, whereby evaluation and point allocation shall be awarded based on the following provisions:

(A) Knowledge of national policies and strategies: **5 points**;

(B) Alignment of the strategic plan with the University's vision, mission, and focus areas, alongside the measurability of its goals: **5 points**;

(C) Clear presentation and explicit analysis of the University's current challenges and opportunities: **5 points**;

(D) Proper indication within the strategic plan regarding clear resource mobilization, management, and the assurance of sustainability: **5 points**;

(E) Accurate evaluation of beneficiary outcomes and institutional impact within the strategic plan: **5 points**;

(F) Availability of an indicated strategy within the plan to implement higher education reform agendas: **3 points**;

(G) Proper analysis of the internationalization opportunities and challenges of higher education, coupled with the designed strategy to render the institution globally competitive: **5 points**;

(H) Designed strategy regarding the modernization of the institution through technology: **4 points**; and

(I) Competence, completeness, and clarity of the presentation delivery: **3 points** shall be awarded.

4/ The Recruitment and Selection Committee shall calculate the overall score achieved by the candidates out of 100% based on the aforementioned criteria. It will then submit a list of the top five (5) candidates, ranked in order of their scores, to the institutional Governing Board.

5/ The Board shall conduct interviews with all five candidates submitted by the Committee, ensuring the active participation of all Board members, and then submit the candidates to the Ministry.

6/ The Ministry shall interview the five presidential candidates, compile their evaluation scores, and transmit the results back to the Board.

7/ From the five candidates interviewed and returned by the Ministry of Education, the Board shall select three (3) candidates and submit them to the Ministry along with its formal recommendations.

8/ The Ministry shall select one candidate out of the three submitted by the Board and officially appoint them as President.

12. Selection and Appointment of Vice Presidents

1/ The competence and readiness of candidates nominated for a Vice President position shall be determined based on the following criteria:

(A) Educational and Academic Level (30%): A candidate for the position of Vice President for Academic Affairs or Research & Community Engagement must hold a PhD (Third Degree) or its equivalent qualification. A candidate for the position of Vice President for Administration and Business Development must hold a Master's degree (Second Degree) or above.

(B) For Candidates Coming from Higher Education Institutions: The point allocation matrix designated for academic preparation and academic rank under Article 12, Sub-Article 1(A) for Presidential candidates shall apply equally to Vice Presidential candidates.

(C) For Candidates Coming from the Industry: Since candidates from the industry sector do not possess academic ranks, their evaluation shall be based strictly on their educational qualifications; a PhD holder shall be awarded **30 points** and a Master's degree holder shall be awarded **28 points**.

(D) Work Experience (30%): Candidates coming from higher education institutions must possess verified leadership experience at the level of Department Head or above. Candidates coming from the industry must possess verified leadership experience at the level of Director General or above.

(E) The evaluation criteria set out for the Presidential competition under Article 12, Sub-Articles 2(A) and 2(C) shall apply equally to the Vice Presidential competition.

2/ Based on the aforementioned criteria, the Recruitment and Selection Committee shall identify the top three (3) candidates scoring highest out of 100%, list them in order of their scores, and submit them to the Governing Board. The Board, taking into account the formal input and commentary of the President, shall select and appoint one of the three candidates.

Part Three

Term of Office, Dismissal, and Institutional Structure

13. Tenure of Office

1/ The term of office for a President shall be **6 (six) years** for a single term.

2/ The President's performance shall be evaluated twice a year (every six months) by the Governing Board. Based on the average evaluation score of the tenure, the Board shall submit its decision recommendations to the Ministry of Education.

3/ Upon completion of the term of office, a President may continue for a second term without open competition only if the performance of the institution is rated as "Very High" or above, evaluated by the Governing Board, submitted to the Ministry of Education, and subsequently approved.

4/ Vice Presidents may continue for a second term without open competition upon the completion of their four-year tenure if the performance of the sector they lead is rated as "Very High" or above, and upon the recommendation of the President and approval by the Governing Board.

14. Dismissal from Responsibility

1/ A university official shall be removed from their position of responsibility strictly for the following reasons only:

(A) If they are unable to perform their duties due to health complications;

(B) If they score below **60%** on two consecutive six-month performance evaluations;

(C) If they are found guilty of a grave disciplinary infraction or a criminal offense;

(D) If a conflict of interest exists and is legally proven;

(E) Based on the quarterly performance evaluation of the President conducted by the University Board, or when compelling circumstances arise, or when the President is found to have committed unlawful acts, the Board shall submit a recommendation to the Ministry for the removal of the President.

2/ The Board's recommendation for the removal of the President shall be decided based on concrete evidence presented in an open session where the full University General Assembly is present.

3/ The Ministry shall dismiss the President from office if it accepts the recommendation submitted by the Board or is satisfied that a grave offense has been committed as reported by the Board. However, if the Ministry finds the Board's recommendation and the submitted evidence unconvincing, the Ministry shall investigate the matter independently and pass a decision.

4/ If a Vice President exhibits ethical misconduct or low performance based on consecutive quarterly evaluations, the President shall submit a formal recommendation to the Board. The Board shall review the matter and pass a binding decision.

15. Establishment of the Headhunting Committee

1/ The Board, in consultation with the Ministry of Education, shall organize a responsible **four-member Headhunting Committee** tasked with finding competent and sufficient applicants for vacant executive positions of Presidents and Vice Presidents in higher education institutions.

2/ The Committee shall be directly accountable to the Governing Board.

3/ The term of service of the Committee shall commence on the date the vacancy announcement for a leadership position is publicized and shall terminate upon the official announcement of the winning candidate.

4/ The composition of the Headhunting Committee members shall be as follows:

(A) One representative from the academic sector of higher education institutions ----**Chairperson**

(B) One representative from the industry sector ---------- **Member**

(C) One representative from research institutions ---------- **Member**

(D) One representative from the university alumni association ---------- **Member**

16. Powers and Duties of the Headhunting Committee

1/ Ensure that individuals identified as potential candidates possess a deep understanding of the mission of higher education institutions, demonstrate high competence and experience, and hold multi-faceted professional networks;

2/ Committee members must refrain from nominating or endorsing any individual with whom they share familial relations or a conflict/alignment of material interest;

3/ Search for, identify, and encourage competent candidates to apply for the advertised executive vacancies;

4/ Actively take into account female participation and inclusivity during the headhunting process;

5/ Maintain strict confidentiality regarding any personal information obtained during the headhunting process and all internal deliberations of the Committee;

6/ Submit a final report to the Board detailing the specific rationale behind the selection of each identified candidate;

7/ For the sake of transparency, systematically organize and maintain records of the sourcing channels and communication logs utilized to locate candidates.

17. Composition of the Recruitment and Selection Committee

1/ The criteria for selecting members of the Recruitment and Selection Committee are as follows:

(A) Individuals possessing the capacity who have expressed their willingness to perform the duty in writing;

(B) Possessing excellent ethical conduct;

(C) Capable of discharging responsibilities with full commitment, fairness, and integrity;

(D) Maintaining strict confidentiality.

2/ The Governing Board of the institution shall formally organize a **seven-member Recruitment and Selection Committee**.

3/ The composition of the Committee members shall be as follows:

(A) One representative delegated from the Governing Board ---------- **Chairperson**

(B) One representative delegated from the University Senate ---------- **Member**

(C) One representative delegated from the Student Union ---------- **Member**

(D) One representative representing the Academic Staff ---------- **Member**

(E) One representative from the relevant department of the Higher Education Development Sector of the Ministry of Education ---------- **Member**

(F) One representative from external science and research institutions ----- **Member**

(G) One representative delegated from the institution's Competency and Human Resource Development Administration, who shall serve as a **Non-Voting Member and Secretary**.

4/ Currently serving university Presidents and Vice Presidents shall not be delegated as members of the Recruitment and Selection Committee.

5/ The term of service of the Recruitment and Selection Committee shall conclude upon the completion of their designated responsibilities, and they shall be formally dissolved via letters of release.

18. Powers and Duties of the Recruitment and Selection Committee

1/ Organize, systematically document, and properly utilize all baseline information required for the task before commencing operations;

2/ Prepare the comprehensive plan and timeline of the selection process;

3/ Systematically organize and secure candidates' credentials, documents, and records in both hard copy and digital formats;

4/ Identify applicants who meet the minimum baseline requirements out of those registered for the competition in accordance with the provisions outlined under Article 6, Sub-Articles 1–4;

5/ Draft a detailed strategic plan evaluation framework matrix, maintain its confidentiality, secure approval from the Board, and deploy it for operations;

6/ Organize and maintain the scores awarded to candidates based on their presented strategic plans and the set evaluation criteria;

7/ Fully implement affirmative action provisions permitted by law for female candidates and other candidates requiring special support across all senior executive competition slots;

8/ Receive, investigate, and rectify complaints or whistleblowing tips filed regarding the selection process;

9/ Ensure the entire selection and appointment process of Presidents and Vice Presidents is transparent to the university and the community it serves, enforce procedural openness, and release relevant information in a timely manner;

10/ Upon identifying the pool of competitors, submit a list of the top five (5) qualified candidates along with an explanatory brief to the Board based on their score rankings;

11/ If the Committee fails to secure highly competent candidates or if the number of applicants is insufficient during the selection process, submit the case to the Board along with an explanatory report for an executive decision;

12/ Execute other relevant tasks assigned by the Governing Board;

13/ Submit a comprehensive final report covering the selection process and results to the Board.

Part Four

Powers and Duties of Stakeholders

19. Powers and Duties of the Ministry of Education

1/ Investigate grievances filed against the selection process and communicate the final decision to the aggrieved party within fifteen (15) days from the date the grievance was filed.

2/ Led by the Minister and involving relevant leadership as necessary, conduct individual interviews and evaluations for the five presidential candidates submitted by the Board, and transmit the compiled ministerial scores back to the Board.

3/ Select one finalist from the top three (3) candidates submitted by the Board with an explanatory brief, officially appoint them as the University President, and publicize the appointment across mainstream public media networks.

20. Powers and Duties of the University Governing Board

1/ Prepare and facilitate necessary presentation, review, and evaluation forums;

2/ Evaluate and identify competitors in accordance with the established framework;

3/ Ensure the physical presence of all Board members during the evaluation and competition process;

4/ Cancel the competition and order the issuance of a re-advertisement notice if the Recruitment and Selection Committee reports with an explanatory brief that it cannot find highly competent candidates;

5/ Submit the list of five (5) qualified competitors received from the Recruitment and Selection Committee to the Ministry;

6/ Conduct individual interviews with the five candidates returned by the Ministry of Education, ensure all Board members are present to score them, isolate the top three (3) finalists ranked by score, and submit them to the Ministry along with formal recommendations;

7/ Receive the top-scoring competitors for vacant Vice President roles from the Recruitment and Selection Committee, integrate the Board's own executive evaluation, and officially appoint the Vice Presidents;

8/ Following the submission of the top five presidential candidates by the Committee, organize and chair a forum where the candidates present and defend their strategic plans before the University Council and the general academic staff;

9/ Review and provide a formal response to any grievance filed regarding the process within ten (10) days from the date of submission.

21. Powers and Duties of Higher Education Institutions

1/ Ensure vacancy notices for open executive positions gain national and international coverage by utilizing the official social media handles and web portals of the Ministry of Education and all public higher education institutions, making them accessible to Ethiopians and persons of Ethiopian origin living abroad;

2/ Foster awareness and institutional sensitization regarding this Directive issued by the Ministry of Education for the appointment of executives;

3/ Facilitate the recruitment and selection process for successor leadership well before the terms of office of currently serving executives expire;

4/ Provide all necessary administrative and logistical support to the Headhunting and Recruitment Committees;

5/ Verify upon registration that candidates have submitted their curriculum vitae (CV), academic credentials, and—if the applicant is a university faculty member—their research publications and peer-reviewed articles published within the past five (5) years.

Part Six

Miscellaneous Provisions

22. Grievance Presentation and Resolution Procedures

1/ Any party aggrieved by the leadership appointment and assignment process may file an appeal within ten (10) days from the date the appointments are officially publicized.

2/ An applicant who is dissatisfied with the decision or response provided by the University Board regarding the recruitment, selection, and assignment of a President or Vice President may escalate their grievance to the Ministry of Education.

3/ The Board shall investigate and respond to any grievance within ten (10) days from the date it is logged.

4/ The Ministry shall review escalated cases and communicate its final, non-appealable decision to the appellant within fifteen (15) days of receipt.

5/ The decision passed by the Ministry shall be final and binding.

23. Obligation to Cooperate

Any person or entity whose role intercepts the execution of this directive has a legal obligation to cooperate.

24. Transitional Provision

An executive currently in office prior to the issuance of this directive shall be deemed assigned under this framework, and their ongoing tenure of office shall be governed and executed in accordance with this directive.

25. Amendments

This directive may be amended by the Ministry of Education whenever such amendments are deemed necessary.

26. Effective Date of the Directive

This directive shall enter into force as of the date it is registered by the Ministry of Justice and uploaded on the official Website of the Ministry of Education.

Done at Addis Ababa; July, 2026.

Berhanu Nega (Professor)

Minister, Ministry of Education

Annex-1

Sample Schedule for Leadership Competition, Selection, and Appointment Process

After the vacant leadership position is identified and communicated in writing to the Board and the Ministry of Education, the process of filling the vacant leadership position through competition will be carried out according to the following schedule:

No.	Activities to be Performed	Required Time	Body Responsibly Executing the Task
1	Issuing the announcement for the vacant leadership position	For 22 working days / for 1 full month	The University's Human Resources in consultation with the Board
2	Ensuring that the Candidate Search Committee searches for qualified applicants and has them apply	For 22 working days / for 1 month / performed concurrently with the announcement	The Candidate Search Committee
3	Conducting the registration of candidates after the announcement period has ended	For 1 (one) month	The Institution's Human Resources
4	Screening candidates' files, notifying candidates to fulfill missing documents if any and fulfilling them, identifying and announcing those who are qualified and unqualified, posting and notifying the qualified ones for the next process on the	For 10 working days	The Institution's Human Resources

No.	Activities to be Performed	Required Time	Body Responsibly Executing the Task
	notice board, preparing and announcing the competition program		
5	Conducting the competition	To be determined based on the number of candidates, with 10 days as a baseline	Competition and Selection Committee
6	Identifying the top five candidates with the highest scores in the competition and notifying the Board	Within three days	Competition and Selection Committee
7	The Board sending the list of the top five candidates along with an explanation to the Ministry of Education for the subsequent interview	Within five working days	The Management Board
8	The Ministry of Education interviewing each of the five nominated candidates presented to it and sending the interview input back to the Board	Within five days	Ministry of Education
9	The Board reviewing the candidates' data sent from the Ministry of Education, conducting a re-interview of the candidates by the Management Board, identifying three qualified candidates out	Within five days	The Management Board

No.	Activities to be Performed	Required Time	Body Responsibly Executing the Task
	of the five, and sending them to the Ministry of Education based on their score ranking along with a recommendation for the President to be appointed for it		
10	The Ministry of Education selecting and appointing one of the three nominated candidates presented to it along with an explanation, and notifying the University and the Board	Within five days	Ministry of Education

Annex 2

Explanation of Point Allocation for Leadership Work Experience

The score will be calculated by multiplying the service with a weight of 2.5 for service as a President and service held at this level; 2 for service as a Vice President and service at this level; 1.5 for service as a College Dean and service held at this level; 1 for service held as an Assistant/Deputy College Dean or as a Deputy Director in the academic sector; and 0.5 for service held as a Department Head and service held at this level. When leadership work experience is considered, it shall be counted from the highest leadership experience down to the lowest until a maximum of 30 points is obtained.

Example 1

If a candidate nominated for a presidential competition has leadership work experience of 12 years as a President, 8 years as a Vice President, and 5 years as a College Dean or Academic Director, the score they can get for the service period as a President means it will be 12 years (12 *2.5 = 30). This is because the presidential work experience alone, in which they served as President, is

sufficient to obtain the maximum score, so we will not count the service in other leadership positions for them.

Example 2

If a leader competing for a presidential leadership position has leadership experience of 3 years as a President, 8 years as a Vice President, 3 years as a College Dean or Academic Sector Director, 4 years as a Deputy Dean or Academic Director, and 8 years as a Department Head, their leadership experience point can be:

(3 *2.5) + (8 *2) + (3 *1.5) + (4 *1) + (8 *0.5) = 36

However, since the weight given for leadership experience is 30 points, the candidate will be given the full 30 points, meaning the remaining 6 points will not be counted.