

Industrial Pharmacy Master Program – Academic Excellence & Distinction Awards

Faculty Excellence in Scientific Production

1. Purpose

This policy establishes a structured, transparent, and fair framework to recognize faculty members who demonstrate excellence in scientific production, research impact, and scholarly contribution within the Industrial Pharmacy Program.

2. Scope

This policy applies to all full-time faculty members affiliated with the pharmaceuticals department during the evaluation period.

3. Evaluation Period

Scientific output produced within the previous academic year shall be considered.

4. Eligibility Criteria

Faculty members must:

- Hold an official academic appointment in the department.
- Produce at least one documented scientific output during the evaluation period
- Submit a complete Scientific Production Portfolio

5. Evaluation Criteria

Evaluation is based on:

- Research publications
- Research funding and grants
- Scholarly impact and visibility
- Student research supervision
- Innovation and industry collaboration

Each criterion is weighted according to the approved scoring rubric.

6. Evaluation Process

1. Call for Submissions issued by the Program Office
2. Portfolio Submission with supporting evidence
3. Independent Scoring by the Program Scientific Committee
4. Score Validation and conflict-of-interest review

5. Final Approval by the department Council

7. Awards

The Program may grant:

- Outstanding Scientific Productivity Award
- Early-Career Research Excellence Award
- Highest Impact Publication Award
- Excellence in Research Supervision Award

8. Transparency and Appeals

- Evaluation criteria are published in advance
- Faculty may request written feedback
- **Appeals may be submitted within 5 working days**

9. Policy Review

This policy shall be reviewed annually to ensure alignment with institutional strategy and accreditation requirements.