



**EAST AFRICAN
CHRISTIAN COLLEGE
RWANDA**

EAST AFRICAN CHRISTIAN COLLEGE (EACC)

MASAKA CAMPUS

P.O.BOX 4129 KIGALI

RWANDA

POLICY ON ACADEMIC POSITIONS

KIGALI, MARCH, 2023

With heart, mind and hands

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1. Purpose

The purpose of this policy framework is to provide guidance on the criteria to be used in hiring and promoting teaching staff at EACC. The policy will be subject to procedures laid down by the Higher Education Council of Rwanda.

2. Vision of EACC

The Vision of EACC is to be a Leading Christ-centered College that fosters knowledge, faith, wisdom and service.

3. Mission of EACC

EACC has the mission to equip servant leaders for the church and the community and produce graduates of character, professionalism and commitment that will serve as agents of

4. Core Values of EACC

East African Christian College's decisions and actions are guided by the following seven (7) core values:

i. Christ-centeredness

We confess the Lordship of Christ, the authority of the Bible in matters of philosophy, morality and behavior. Therefore, our Education should be guided by those principles.

ii. Integrity

We manage all resources of the College guided by biblical principles of upholding responsibility, honesty and transparency, truthfulness, faithfulness and exercising humility.

iii. Professionalism

We find out the optimal and cost effective way to reach objectives, in changing environment and limitation of resources and keeps on being result and solution oriented.

iv. Responsibility

Teachers, students and administrative staff, to achieve their job, are expected to take decision, take upon their choices, delegate and report openly.

v. Justice

We ensure that the fairness, equity without discrimination, clear delegation and decentralization are adopted at all levels of the university

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vi. Solidarity

We are convinced that all people bear the image of God, therefore we commit to promote a gender balanced culture and stressing on the needs of disabled people, and disadvantaged groups.

vii. Innovation

We make sure that teaching and learning processes are considering changing needs of churches and society and therefore programs are continually assessed and improved accordingly in a spirit of creativity and entrepreneurship at all levels.

5. Motto of EACC

With Heart, Mind and Hands , we serve professionally

6. Teaching positions at EACC

The following minimum qualification shall be required in each of the following positions (degree means an academic degree from a recognized university).

Assistant lecturer

- Master's degree in area of specialization
- Teaching experience desirable but not required
- Promise of skill and effectiveness in teaching and advising of students
- Acceptable modeling of Christian community standards.
- Commitment to goals of professional growth.

Lecturer

- Degree of Doctor of Philosophy [or equivalent academic doctorate] or Master's degree in area of specialization with two years teaching experience as an Assistant Lecturer at a recognized university or at least at tertiary level or in a cognate field outside higher education.
- Good skills and effectiveness in teaching and advising students.
- Good modeling of Christian community standards.
- Commitment to goals of professional growth.
- Continuous engagement in research.

Senior lecturer

- Degree of Doctor of Philosophy [or equivalent academic doctorate] in area of specialization

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- Minimum of five years teaching experience at a Lecturer level at a recognized university.
- Strong skills and effectiveness in teaching and supervising students.
- Strong modeling of Christian community standards.
- Professional growth as evidenced through presentations at professional meetings, consultations in education, government, and business or to organization in one's specialization, evidence of commitment to lifelong learning through continuous education activities.
- Minimum of four publications in referred Journals OR two articles in refereed journals and two book chapters OR a journal article and a book in a relevant field.
- Demonstration of initiative and involvement in development of academic programs.
- Continuous engagement in research.

Associate professor

- Degree of Doctor of Philosophy (or equivalent academic doctorate) with at least eight years of University teaching experience. At least three of those years must be at a senior lecturer level.
- Outstanding modelling of Christian community standards.
- Demonstration of initiative and involvement in development of academic programmes.
- Continuous engagement in research.
- Must also show outstanding performance in the following area since being appointed as a senior lecturer:
 - Outstanding skill and effectiveness in teaching, advising and in research, and supervision of students' research and projects.
 - Professional growth as evidenced through presentations at professional meetings, consultancies in education, government, business or community based organizations in one's area of specialization.
 - Contribution to scholarship with a minimum of five publications OR through at least three articles in refereed journals and two chapters in a scholarly book(s), or a book (considered here as equivalent to three chapters) recognized in one's area of specialization since last promotion

Professor

- Degree of Doctor of Philosophy or equivalent academic doctorate with at least ten years of University teaching experience with at least three of those as an associate professor.
- Outstanding modeling of Christian community standards.
- Continuous mentorship of students and staff.
- Demonstration of initiative and involvement in development of academic programs
- Continuous engagement in research.

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- Must also show outstanding performance as an Associate Professor in all three of the following areas:
 - Outstanding skill and effectiveness in teaching, advising and in research, and supervision.
 - Professional growth as evidenced through presentations at professional meetings, consultancies in education, government or business to community based organizations in one's specialization.
 - Contribution to scholarship with minimum of six publications since last promotion OR at least three articles and three book chapters (or a book) in one's area of specialization. It is also recommended that EACC community Christian standard be developed and to include
 - Encouragement of students and involvement in EACC community devotion life.
 - Encouragement of students and involvement in a local church
 - Positive encouragement and counselling of students

Approved by College Senate and Senior Management Committee

1. Secretary of the Academic Senate:

Signed by _____ Date _____

2. PRINCIPAL and Chairman

_____,
Signed by _____ Date _____

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