
A Study on Faculty Promotion Methods in Universities and Research Centers -Analytical Study of Promotion Regulations and Conditions in Maghreb Universities –

FAKHARI Farouk*

University of algiers 3- Algeria

fakhari.farouk@univ-alger3.dz

Received: 23/09/2023

ZEBIRI Noura

University of Mohamed El Bachir El Ibrahimi Bordj Bou

Arreridj-Algeria

noura.zebiri@univ-bba.dz

Accepted: 19/03/2024

Published: 27/06/2024

Abstract:

This research endeavors to elucidate the procedures associated with university promotions within the context of Maghreb universities. Given that the promotion process is intrinsic to the rights of the researching professor, its implications are far-reaching, contributing both directly and indirectly to the enhancement of university faculty performance and the elevation of teaching standards.

Through a comprehensive examination and exploration of diverse promotion mechanisms across several Maghreb countries, this study unveils a spectrum of outcomes. Foremost among these findings is the notable disparity in promotion techniques and strategies adopted by different universities. This discrepancy can be attributed to the distinct professional environments in which faculty members operate, as well as the varying legislative frameworks governing this intricate process.

Keywords: Promotion; University; Faculty member; Maghreb universities.

Jel Classification Codes : I0, I2, I23.

*Corresponding author.

1. Introduction:

A faculty member at the university strives, throughout their academic career, to contribute to the development of generations and the education of university students at various stages and levels. Consequently, their aim is to contribute to the construction and growth of society. However, this noble mission not only requires the provision of a highly suitable academic environment for the professor and researcher, but it also extends to providing all the necessary material and moral incentives, such as salaries, bonuses, rewards, and more. These elements vary from one professor to another, depending on their academic rank, which is determined by the various promotion processes within the university or institute where they work. The methods and mechanisms of promotion have varied among Arab universities and, in particular, Maghreb universities, each according to its own environment and working conditions.

1.1. Research Question:

In light of these considerations, a pivotal inquiry arises: **What are the mechanisms and regulations for promotion within Maghreb universities?**

1.2. Sub-questions:

- What are the primary functions of a university?
- What is meant by a faculty member (university professor)?
- What is meant by the university promotion process?
- What are the mechanisms for university promotion in Maghreb countries?

1.3. Hypothesis:

The presence of differences in the promotion methods for university professors among Maghreb countries can be attributed to factors related to the weighting and integration of both the administrative aspect, which includes experience, and the academic aspect.

1.4. Significance of the study:

The importance of this study lies in clarifying the mechanisms of university promotion at the level of Maghreb countries and highlighting their impact on the performance of university professors in the Maghreb region.

1.5. Methodology of the study:

In line with the nature and objectives of the study topic, and in order to address the research problem, a descriptive and deductive approach was adopted. This involved extracting and analyzing the most significant research studies that have addressed the study topic.

1.6. Previous study:

To the best of the researcher's knowledge and based on the review and examination of relevant topics related to the study, there is no comprehensive study that specifically addresses the promotion methods for university professors in the Maghreb countries. However, there are some studies that have examined individual cases of each country. These include:

The study by Hussein Salem Merjean and Adel Mohammed Al-Sharksi, "**The Importance of Academic Promotion for Faculty Members as an Approach to Ensure Quality in Libyan Universities.**" The study aimed to analyze the promotion methods for faculty members in Libyan universities. It also discussed the promotion methods in some Gulf countries, Middle Eastern countries, and foreign countries. One of the key findings of the study is that the promotion process for faculty members is considered a tool to activate quality activities and programs in higher education institutions, by establishing evaluation criteria that overall aim to engage professors in achieving the universities' goals of education, learning, scientific research, and community service.

2. Introduction to the university and its primary functions:

2.1 Defining the university:

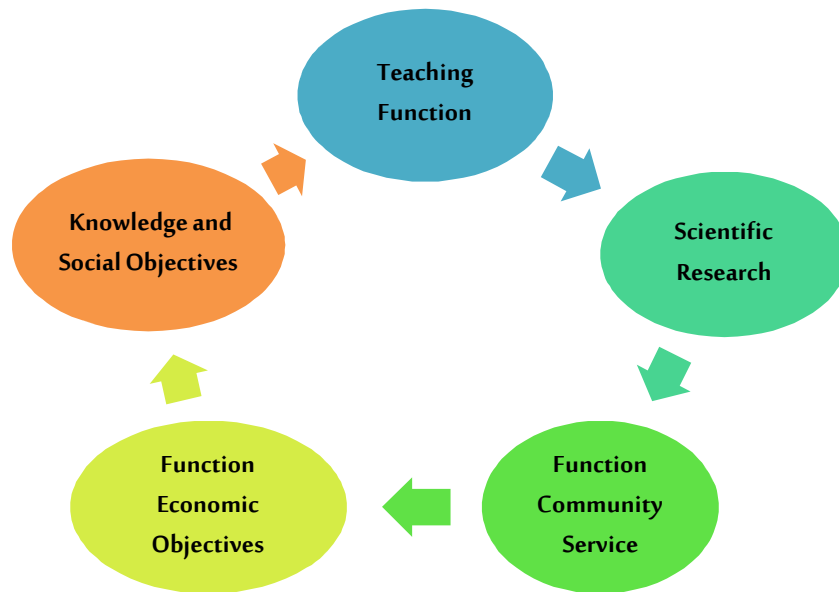
According to the Merriam-Webster dictionary, a university is a high-level institution whose purpose is teaching, research, and granting specialized academic degrees. One of these degrees is awarded to graduates in the undergraduate stage, typically referred to as a bachelor's degree. The university also grants advanced degrees to researchers in the postgraduate stage, which usually include master's and doctoral degrees (Boumouden, 2016, p. 249).

A university can be defined as a microcosm community where professors and students come together to discuss, develop, and explore ideas characterized by difficulty, complexity, and originality. These ideas and studies produced by the university form part of humanity's heritage, which the university is responsible for preserving, transmitting to future generations, and continuously updating (Lessard, 2012, p. 3).

2.2 The functions of a university:

In any university, are defined by several interrelated tasks, and none of them can replace the others. These tasks include the transfer of knowledge and skills through teaching, the production of further knowledge through scientific research, and the development of society through the application and utilization of knowledge (Hanak&Bouab, 2020, p. 172). These functions are illustrated in the following diagram:

Fig N° 1: The primary tasks of the university.



Source: Prepared by researchers.

3. University Professor (Faculty Member):

3.1 Definition of a University Professor:

The university professor is the conductor of the educational process at the university level. They differ from teachers at other levels in the following advantages: (Maarasha, 2018, p. 143).

The university professor enjoys a high social status, as society looks at them with respect, supports them, and cares for them.

The university professor enjoys academic freedom regarding what they teach, within the general policies set by the department council to which they belong.

The university professor has intellectual freedom, which guarantees their ability to express their opinions clearly and openly in various political, economic, and social fields.

The university professor deals with intellectually mature students, and there are many laws and regulations that protect their rights in dealing with these students, unlike pre-university teachers.

The university professor has a great degree of freedom in determining the schedules of the lectures they teach, without any supervision.

3.2 Recognized Tasks of the University Professor:

The most important educational tasks for faculty members at Arab universities, in light of contemporary trends, can be summarized as follows: (Maarasha, 2018, p. 145).

- Planning the courses they teach.

- Teaching students using various methods, including lectures, discussions, dialogues, workshops, brainstorming, in their contemporary context.
- Providing practical examples related to the subject matter and conducting discussions with students in a way that confirms the unity of knowledge and reduces uncertainty.
- Proficiency in selecting, using, and evaluating relevant learning resources.
- Supervising or participating in the supervision of some or all of the educational activities in the college.
- Developing a plan for evaluating student performance in the subjects they teach and implementing it efficiently.
- Assisting students in group work and helping them plan for successful completion of their tasks.
- Teaching, delivering lectures, and conducting practical training.
- Participating in university councils and committees.
- Supervising student research, reports, projects, and scientific and social activities.
- Engaging in any work that uplifts the university and propel sit forward.
- Preparing reports, especially the annual activity report.
- Adhering to the university's original traditions and values and in stilling them in the minds of students.
- Contributing to the development and progress of society, building a positive relationship between themselves and the university.
- Keeping up with the latest research and developments in their field of specialization.
- Developing students' scientific and intellectual personalities and raising their academic and intellectual level.
- Undertaking scientific and cultural missions assigned to them by the university outside the campus.
- Supervising laboratories and facilities and ensuring their maintenance.
- Contributing to national and international scientific and professional activities.
- Performing administrative duties assigned to them by the university.
- Participating in authorship, translation, and publishing, both within and outside the university.
- Complying with the university's regulations and bylaws.

4. Introduction to the promotion process for university professors:

4.1 Definition of the promotion process for university professors:

Promotion in rank refers to "the transfer of an employee from one position to another with a certain level, a specific legal system, and specific rights and duties, to a higher-ranked position. This means that the employee advances in their professional career, corresponding to their progress in the job hierarchy, with a specific rank.

The latter is characterized by greater responsibilities and duties, as well as higher financial rights and compensation commensurate with these responsibilities" (Hani, 2019, p. 147).

4.2 Importance of promotion for employees in general:

The human element is considered the cornerstone of the administrative system and a driving force for development in a country. Therefore, the state pays attention to public employees because a competent workforce enhances the efficiency of the administration. Many countries have established promotion systems that provide various material and moral benefits to employees, aiming to achieve a balance between public and private interests. This can be seen through the following points (Belarabi, 2013, p. 34):

- Promotion is undoubtedly a legitimate means for employees to achieve material gains based on their expectations of increased income as a result of promotion. This helps them improve their standard of living, social status, and salary, which boosts their morale.
- Promotion derives its importance as a primary incentive that encourages employees to work and provides them with stability and reassurance. Promotion signifies their importance in the workplace, as it reflects appreciation and recognition. All of this contributes to their self-satisfaction in their work, increases their self-confidence, and instills confidence in their superiors. It also instills motivation in the minds of all employees to exert maximum effort, hoping to win promotion.
- Promotion aims to achieve job stability for employees. Conversely, if an employee does not progress in their position, they will be forced to seek alternative employment that offers better financial gains. This leads to wasted time and effort.

The promotion system works to develop the capabilities and knowledge of employees. This system requires candidates for promotion to meet specific conditions, enabling them to progress in performing job tasks, gaining experience, and assuming responsibilities. This ensures that the administration does not favor some employees over others, bypassing them without progression or entitlement.

4.3 Patterns of employee promotion:

The vertical advancement of an employee within their career path, from a lower rank to a higher rank, is accomplished through various specific patterns defined by the basic laws governing the professional life of public employees. In general, there are three patterns (Qumayha and Bousbaïoud, 2016, p. 2):

- Promotion based on qualifications: The Algerian legislature has designated this pattern of promotion for certain ranks. The majority of the basic laws stipulate promotion based on qualifications to value higher degrees obtained by employees. However, this type of promotion requires obtaining the qualification

after employment, not before, which excludes those who possess higher qualifications but were employed with lower qualifications.

- Promotion based on examination: This pattern of promotion is based on seniority as its criterion. To enter the qualification list or the promotion table, the employee must have a minimum of 10 years of seniority in their original rank.

5. Analysis of Academic Promotion Processes at Maghreb Universities:

5.1. Analysis of Promotion Processes at Libyan Universities:

The promotion processes for faculty members with higher qualifications are governed by Law 501/2010, Article 216, and its amendments, based on letters from the Ministry of Education for reorganization. Faculty members may be promoted to the next academic rank according to the scientific promotion criteria, in accordance with the labor relations regulations. The promotion of a faculty member to the next academic rank is approved by the University President based on the recommendation of the Faculty Affairs Committee, and the promotion is calculated from the eligibility date (Omar et al., 2018, p. 3).

5.2. General Requirements for Promotion Applicants at Different Academic Ranks:(Omar et al., 2018, p. 4).

- The specific specializations in the research paper submitted for promotion should match the specialization of the faculty member.
- The papers and books submitted for promotion should be published after the date of the last promotion.
- The specified number of papers or books must be submitted for promotion, and no shortage or excess is allowed.
- A faculty member may submit a promotion application up to 6 months before the eligibility date, and they are not entitled to review it.
- Upon request, before the eligibility date, with the knowledge that the promotion decision will be issued on the eligibility date.
- There should be no multiple submissions for promotion using the same form.
- A recent experience certificate in the field of university teaching, not less than the minimum required period for applying, at least after holding the position of an assistant lecturer or three years for holders of a bachelor's degree. The certificate should be issued by the academic department, approved by the Vice Dean and Dean of the college.
- In the case of a faculty member who is assigned or seconded, they must provide evidence of compliance with work commitments from the assigning or seconding institution.

5.3. Promotion of Faculty Members at Different Academic Ranks:

A. Requirements for Promotion to the Lecturer Rank:

- The candidate must hold a higher bachelor's degree or master's degree from Libyan universities or their recognized equivalent from the relevant authority responsible for certificate equivalence.
- The period since obtaining the university degree must be at least 4 years.
- The candidate should have published at least one research paper in a peer-reviewed scientific journal or book.

B. Requirements for Promotion to the Assistant Professor Rank:

The candidate must hold a doctoral degree or a higher bachelor's degree from one of the Libyan universities or its recognized equivalent from the relevant authority responsible for certificate equivalence.

C. Promotion of Faculty Members to the Associate Professor Rank:

The candidate must hold a doctoral degree or a higher bachelor's degree from one of the Libyan universities or its recognized equivalent from the relevant authority responsible for certificate equivalence.

The candidate must have spent a minimum of four academic years in the field of university teaching during their tenure.

At least twelve years must have passed since obtaining the first university degree.

The candidate must submit published scientific works in peer-reviewed journals or scientific periodicals, and they should have a minimum of four research papers in their specific field of specialization during their tenure as an assistant professor if they hold a doctoral degree. If they hold a higher bachelor's degree, they must have a minimum of five research papers. The research papers will be evaluated, and the evaluators will determine their eligibility for promotion.

D. Promotion of Faculty Members to the Professor Rank:

- The candidate must hold a doctoral degree from one of the Libyan universities or from a recognized university by the relevant authority responsible for certificate equivalence.
- The candidate must have served as an associate professor for a minimum of four years.
- The candidate must have conducted scientific research published in peer-reviewed journals or scientific periodicals, and they should have a minimum of five research papers in their specific field of specialization during their tenure as an associate professor. The research papers will be evaluated, and the evaluators will determine their eligibility for promotion.

- Additionally, Hussein Salem Merjeen and Adel Mohammed Al-Sharqasi propose some criteria as suggestions for evaluating the performance of university professors in Libya, based on five criteria as the basis for the promotion process, which are: (Merjeen& Al-Sharqasi, 2013, p. 6).
- Research and Scientific Production Criterion.
- Criterion of Training Courses on Teaching Methods.
- Criterion of Quality Assurance Activities and Programs.
- Criterion of Community and Environmental Service.
- Criterion of Participation in Conferences.

Table N°1: Proposals for improving the scientific promotion procedures in Libya

Scientific degree	The required criteria	The fields	Field minimum		Field max	
			points	number	points	number
Lecturer professor	160	Scientific production	50	1	2	60
		Community and university service	20	2	3	25
		Quality activities and programmes	40	4	5	45
		Teaching training courses	40	4	5	45
		Participation in conferences	10	1	2	15
		the total	160	12	17	190
Assistant Professor	280	Scientific production	150	3	4	160
		Community and university service	30	3	4	35
		Quality activities and programmes	40	4	5	45
		Teaching training courses	40	4	5	45
		Participation in conferences	20	2	3	25
		the total	280	16	21	310
Associate Professor	330	Scientific production	200	4	5	210
		Community and university service	30	3	4	35
		Quality activities and programmes	40	4	5	45
		Teaching training courses	40	4	5	45
		Participation in conferences	20	2	3	25
		the total	330	17	22	360
Professor	400	Scientific production	250	5	6	260
		Community and university service	40	4	5	45
		Quality activities and programmes	40	4	5	45
		Teaching training courses	40	4	5	45
		Participation in conferences	30	3	4	35
		the total	400	20	25	430

Source : (Marjeen& Al-Shurkey, 2013, p. 6)

5.4. Analysis of Promotion Processes in Tunisian Universities:

To clarify the conditions of delegation and promotion for university professors in Tunisia, we will attempt to provide a comprehensive summary in the following tables and figures:

Table N°2: Conditions for candidacy for various ranks of research professors affiliated with Tunisian universities.

Assignment in the rank of Assistant Professor (Chapter 34)	<p>Article 34: Assistant professors are seconded through a debate for those who have obtained certificates of in-depth studies, or a postgraduate certificate granted after six years, or through a recognized certificate.</p> <p>It must also prove access to an advanced degree of preparing a doctoral dissertation</p> <p>Chapter 02: The phrases post graduate studies and in-depth studies are replaced by the two phrases master's and master's committee</p>
Assignment in the rank of Assistant Professor (Chapter 25-26)	<p>Article 25: The assignment is by means of a competition for those who have obtained a doctorate</p> <p>Article 26: It is also possible to apply to the rank of assistant professor for the candidates who obtained a doctorate degree in a third stage, or a doctorate of specialization, or a certificate of in-depth research, or a recognized certificate.</p>
Promotion to the rank of assistant professor through the promotion committee (Chapter 31)	<p>Article 31:</p> <p>For the seconded assistant professors who have been ordained, their promotion files are presented to a promotion committee for evaluation.</p>
Promotion in the rank of lecturer (Chapter 13-14-17)	<p>Article 13: Lecturers are assigned by debate..</p> <p>Article 14: It is also possible to apply for the rank of lecturer: Candidates who hold a national doctorate or a foreign country doctorate whose equivalence is recognized.</p> <p>Article 17:</p> <p>Candidates who have held the rank of assistant professor for at least three years can choose between conducting a debate (discussing works) or between (discussing works with choosing a lesson).</p> <p>As for the candidates who, upon depositing their candidacy, have the capacity of an assistant professor for three years, they are obligated to conduct the debate according to the method (discussing works with choosing a lesson).</p>
Promotion to the rank of professor (Chapter 8-61)	<p>Article 8:</p> <p>A professor of higher education is delegated by debate among professors who have at least four years of seniority at the rank of lecturer, in addition to the obligation to carry out continuous supervising activity, research work and scientific publications.</p> <p>Article 61:</p> <p>The designation in the rank of professor of higher education for Tunisian teachers and researchers present in foreign universities or research centers proposes an equivalent rank.</p>

Source : (Order 1825 regarding the regulation of the basic system for the rank of research professors affiliated with universities, 2008) (Order 1823 regarding the conditions for obtaining national diplomas for doctoral studies, 2003)

The table above indicates that promotion to higher ranks among university professors in Tunisia is based on administrative and academic criteria. However, the appointment for the positions of Assistant and Higher Education Professor follows the method of competition.

5.5. Analysis of the Promotion and Academic Qualification Processes in Moroccan Universities:

The fundamental system for researchers in higher education in Morocco underwent a radical change in the conditions for professors' entry into the university and the criteria for their promotion. Previously, the system relied mainly on seniority, but the new system established new rules based on scientific production and academic excellence. As a result, there was a revival in research and publications, the establishment of research centers, and an increase in scientific seminars and conferences. The university professor, in addition to their teaching duties at the college, now moves between universities internally and externally to participate in academic gatherings, while their academic file is presented to specialized committees for academic qualification. Candidates for academic qualification must be research professors meeting one of the following two conditions: (Arbayi, 2021, p. 37).

- They must hold a Ph.D. or a state doctorate or an equivalent diploma recognized for either of these degrees, and they must have proven research work.
- They must hold a postgraduate diploma or an equivalent recognized diploma, or a specialized diploma for the third cycle in sciences, or a diploma obtained through employment based on qualifications within the framework of state engineers. In addition to that, they must meet one of the following two conditions:
 - ✓ Either they have worked as researchers for at least nine years, have completed at least two publications in specialized national or international journals with reading committees, and have delivered at least two presentations.
 - ✓ Or they have worked as researchers and registered for research work to obtain a university qualification for at least three years in an accredited higher education institution for doctoral preparation under the supervision of a mentor chosen from among higher education professors. They must have completed at least two publications in specialized national or international journals with reading committees and delivered at least two presentations. To provide further clarification on the evaluation mechanisms for promotion candidates in rank at Moroccan universities,

5.6. Analysis of promotion and academic qualification processes in Algerian universities:

Regarding the mechanisms of promotion for Algerian university professors, we can summarize the key points outlined in Executive Decree No. 08-130 issued on May 3, 2008, which pertains to the fundamental law of the research professor as follows: 1.4. Rank of Assistant Professor, Department "B": Article 34 (second paragraph, first subsection, second chapter) stipulates the conditions for recruitment and promotion as follows:

A. Assistant Professors in Department "B" :

Are appointed based on their qualifications. Candidates with a state doctorate or a Ph.D. degree in Sciences, or an equivalent recognized degree, can be employed through competitive examination. Candidates with a magister degree or an equivalent recognized degree can also participate in the competition. Furthermore, Article 35 and 36 specify the conditions for promotion. Assistant Professors in Department "B" can be promoted based on their qualifications once they obtain a magister degree or an equivalent recognized degree after their appointment. They can then be promoted to the rank of Assistant Professor, Department "A," upon the decision of the institution's authority. Assistant Professors in Department "B" who have completed three consecutive registrations in the doctorate program can also be promoted based on the recommendation of the Dean, Institute Director, or Head of the School Department. This recommendation is made after consulting the department's scientific committee for faculties and schools, or the scientific council of the institute for institutes within the university and the university center.

B. Rank of Assistant Professor, Department "A":

Article 38 (second paragraph, second subsection, second chapter) specifies the promotion requirements as follows: Assistant Professors in Department "B" who have completed three consecutive registrations in the doctorate program can be promoted to the rank of Assistant Professor, Department "A" upon the decision of the institution's authority. This promotion is based on the recommendation of the Dean, Institute Director, or Head of the School Department, after consulting the department's scientific committee for faculties and schools, or the scientific council of the institute for institutes within the university and the university center.

C. Rank of Lecturer, Department "B":

Article 42 (first paragraph, first subsection, third chapter, second section) outlines the promotion requirements as follows: Lecturers in Department "B" can be promoted to the rank of Lecturer upon the decision of the institution's authority. The promotion is applicable to Assistant Professors in Department "B" who hold a Ph.D. degree in Sciences or an equivalent recognized degree, as well as Assistant Professors in Department "A" who hold a Ph.D. degree in Sciences or an equivalent recognized degree.

D. Rank of Lecturer, Department "A":

Both Decision No. 493 dated April 20, 2022, and Decision No. 804 dated July 14, 2021, define the necessary conditions for university professors of the Lecturer "B" rank to be promoted to the rank of Lecturer "A" as follows:

- The professor must hold the rank of Lecturer, Department "B," or Research Professor, Department "B."
- They should be actively engaged in teaching for a minimum of three (03) consecutive or intermittent years, either in one institution or multiple universities.

- They should have obtained a Ph.D. degree or an equivalent recognized foreign degree for at least one (01) year.
- The candidate must submit a file for academic qualification in the discipline mentioned in their Ph.D. degree.
- The candidate should be the main author of at least one (01) article outside of their thesis, which has been submitted and published after the thesis defense.

E. Rank of Professor (Former Higher Education Professor):

According to the latest session related to the promotion of Lecturers, Class "A," to the rank of Professor (formerly Higher Education Professor), the Ministry of Higher Education and Scientific Research has set the minimum scientific and administrative requirements for promotion as follows:

- The candidate must demonstrate a specified professional seniority of five (05) years of effective service as a Lecturer, Department "A."
- For fields of Science and Technology: publish one (01) article in an A+ ranked journal, with the requirement of being the main or second author, or publish one (01) article in an A-ranked scientific journal and two (02) articles in B-ranked scientific journals, with the requirement of being the main or second author, along with supervising one (01) Ph.D. dissertation and its defense, or supervising two (02) Master's theses and their defenses, or supervising four (04) Master's dissertations.
- For fields of Humanities and Social Sciences: publish one (01) article in an A-ranked scientific journal, with the requirement of being the main or second author, or publish one (01) article in a B-ranked scientific journal and one (01) article in a C-ranked scientific journal, with the requirement of being the main or second author, or publish two (02) articles in C-ranked scientific journals, with the requirement of being the main author, along with the obligation to supervise one (01) Ph.D. dissertation and its defense, or supervise two (02) Master's theses and their defenses, or supervise four (04) Master's dissertations. According to Article 118 of Order No. 06-03 dated 19 Jumada Al-Thani 1427 corresponding to July 15, 2006, as mentioned above, the classification of ranks for research professors is determined according to the following table:

Table N°3: Classification of Ranks for Research Professors

Sectors	Ranks	Category	
Professor	Professor	out of class	Subsection 7
Lecturer Professor	Lecturer Professor A		Subsection 6
	Lecturer Professor B		Subsection 4
Assistant Professor	Assistant Professor A		Subsection 3
	Assistant Professor B		Subsection 1
Teaching Assistant	Teaching Assistant		Subsection 13

Source: (official newspaper, Issue 23, page 27)

6. Analysis of Promotion Procedures in Mauritanian Universities:

Decree No. 2006-126, issued on December 4, 2006, established the specific regulations for university professors and university hospital researchers in the Islamic Republic of Mauritania. The decree covers various aspects related to Mauritanian university professors, including their duties, responsibilities, delegation, and more. It also includes provisions regarding promotion, which can be summarized as follows based on the following table:

Table N°4: University Promotion in the Islamic Republic of Mauritania

The legal article	The content related to promotion and its related matters.
02	The classification of university professors and university hospital researchers is categorized under Category A.
03	The rank of university professors includes four degrees: Professor or Research Director, Qualified Professor or Researcher, Lecturer Professor or Assistant Researcher, Assistant Professor.
30-1	Advancement within the degree is done from the first rank to the third rank every two years. Starting from the fourth rank, advancement is done every eighteen months, except in cases of disciplinary sanctions, according to the provisions of the general public employment system in this regard.
30-2	Advancement from one degree to another is based on the specified quotas for each degree and according to the vacancies during the year. It is done through registration on a qualification list prepared by the Educational and Scientific Council of the institution, based on the opinion of the Scientific and Research Council and according to the criteria set by the National Council for Higher Education.
30-3	Applications for registration on the qualification list for university professor or qualified professor or lecturer professor positions should be accompanied by an individual file for study, submitted by the relevant Educational and Scientific Council. After hearing designated rapporteurs for each candidate, the Educational and Scientific Council proposes the qualification list in alphabetical order to the Educational and Scientific Council of the institution. The decisions of the Educational and Scientific Council must be justified.
	In case of promotion within the degree, the individuals are classified in a rank that corresponds directly to their performance in their previous rank. They retain the seniority acquired in their previous rank if the benefit derived from their appointment is lower than what they would have obtained if they had been promoted to a higher rank while remaining in their original degree.
40-1	The salary of professors belonging to higher education includes: basic salary, salary supplement, research allowance, framing allowance, incentive allowance, assignment allowance, housing compensation, and family expense benefits.
40-2	The rules used in calculating the salaries of higher education teachers, especially the value of the standard point and the standard marks related to various degrees and ranks, as well as the rules used in calculating family expense benefits, are the same rules stipulated in the general system for public employment.

40-3	The employment contract specifies the salary, working hours, and working conditions for contractual teachers in accordance with the provisions of a joint decision between the ministers responsible for higher education and finance. The right to benefit from incentive, assignment, and framing allowances ceases as long as the teacher is not engaged in teaching activities in a higher education institution.
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Source:Decree 126 Governing the Special System for University Teachers and University Hospital Researchers in the Islamic Republic of Mauritania, 2006

7. Conclusion:

The university operates in an international work environment characterized by fierce competition in the fields of scientific research and knowledge dissemination. However, the primary factor for success in this regard relies on the university professor as a researcher. This necessitates decision-makers in various Maghreb countries to prioritize the establishment of a system that values incentives and rewards, both moral and material, for university professors. This should be done by developing promotion mechanisms for professors, as it is their right, protected by laws in different countries worldwide. On the other hand, university professors are obliged to fulfill their duties as outlined in the laws of Maghreb countries, such as providing quality teaching, contributing to knowledge development, and engaging in pedagogical support, among others.

Study results:

- The promotion process for university professors in Libya is based on criteria related to the professor's scientific output, community and university service, quality activities and programs, as well as training courses on teaching methods and participation in conferences.
- Promotion to higher ranks for university professors in Tunisia requires both administrative and scientific criteria. However, a competitive examination method is applied for appointments to the positions of assistant professor and higher education professor.
- The current promotion process for university professors in Morocco primarily focuses on academic and scientific excellence, followed by professional experience.
- Minimum standards for promotion of university professors and research center professors in Algeria include criteria related to administrative aspects, scientific output, and pedagogical aspects.
- Promotion to higher ranks for university professors in Mauritania takes into account specific quotas for each rank, considering scientific output and the professor's experience.
- Study hypothesis test: The study's results show that the promotion conditions for faculty members in Maghreb universities require a set of administrative and scientific conditions, in addition to a minimum requirement in pedagogical aspects. Thus, the hypothesis of the study can be refuted.

Recommendations:

- It is essential to introduce ranks and incentive awards for excellence among faculty members after they reach the rank of higher education professor. This would prevent research and publication processes from being directly linked to academic ranks.
- Regularly reviewing promotion regulations and conditions for faculty members in Maghreb universities, based on developments in technology and knowledge economy, is crucial.

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