

Committed to raising a new generation of leaders in all fields of human endeavour

NIGERIA'S LEADER IN
MULTIDISCIPLINARY
OUTPUT

12% OF THE TOP 100
AUTHORS ARE FROM THE
COVENANT UNIVERSITY

NUMBER 1 IN
SCHOLARLY OUTPUT
IN NIGERIA IN:

BUSINESS MANAGEMENT & ACCOUNTING SINCE 2013
COMPUTER SCIENCE SINCE 2013
ENGINEERING SINCE 2015

covenantuniversity.edu.ng



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ENGINEERING SINCE 2015

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Impact Measurement and Reward towards building a World-Class University: The Covenant Experience

A Presentation Delivered at:
The LMU Executive Advance 2018

By

Prof. AAA. **Atayero**

Vice Chancellor, Covenant University

Agenda



- Introduction
 - Covenant Vision & Mission | Departure Philosophy | Core Values
- Vision 10:2022
- The ReCITe Agenda
- Impact Measurement
 - Research Output Data | Citation Data | Collaborations
 - Teaching Impact:
 - *Accreditation Data* | Employer Feedback | Graduation Results
 - THE Ranking Data
- Reward System: *A&P Criteria* | *Policy Provisions*



The Covenant Vision

*To be a leading World-class
Christian Mission University
committed to **raising a new
generation of leaders** in all fields
of Human endeavor.*



The Covenant Mission

*To create knowledge and
restore the dignity of the black man
via a Human Development and
Total Man Concept driven curriculum
employing innovative, leading edge, teaching
and learning methods, research and
professional services that promote **integrated,
life-applicable, life-transforming education**
relevant to the context of Science, Technology
and Human Capacity Building.*

Departure Philosophy



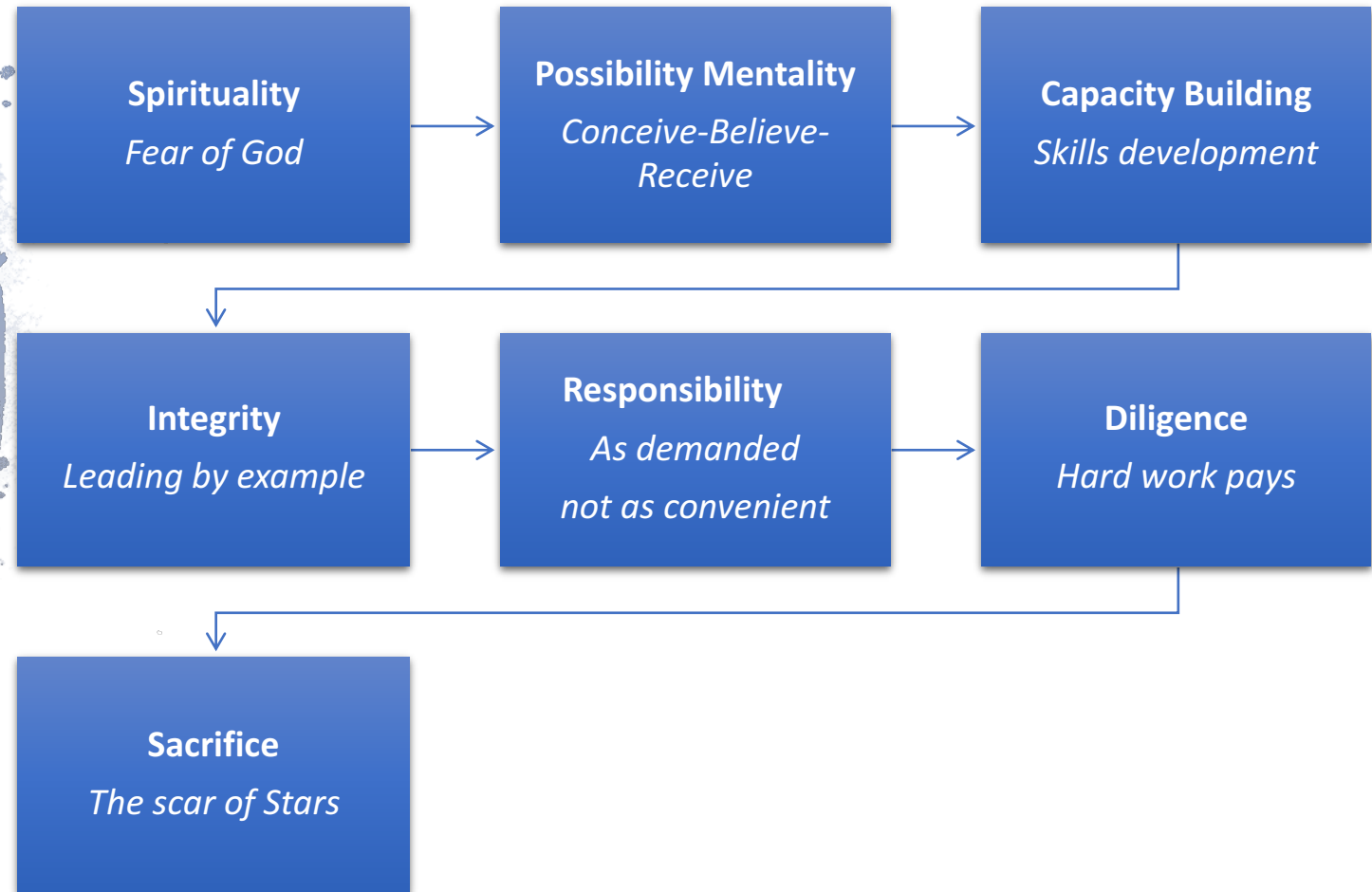
A departure from:

- **form to skill,**
- **knowledge to empowerment,**
- **figures to future-building,**
- **legalism to realism,**
- **points to facts,**
- **mathematics to *lifematics*.**

Covenant Core Values



“
THERE IS NO STAR
WITHOUT A SCAR. THE
SCAR OF EVERY STAR
IS SACRIFICE.”



Vision *10:2022*

To become one of the top ten universities in the world by the year 2022.

VISION 10: 2022

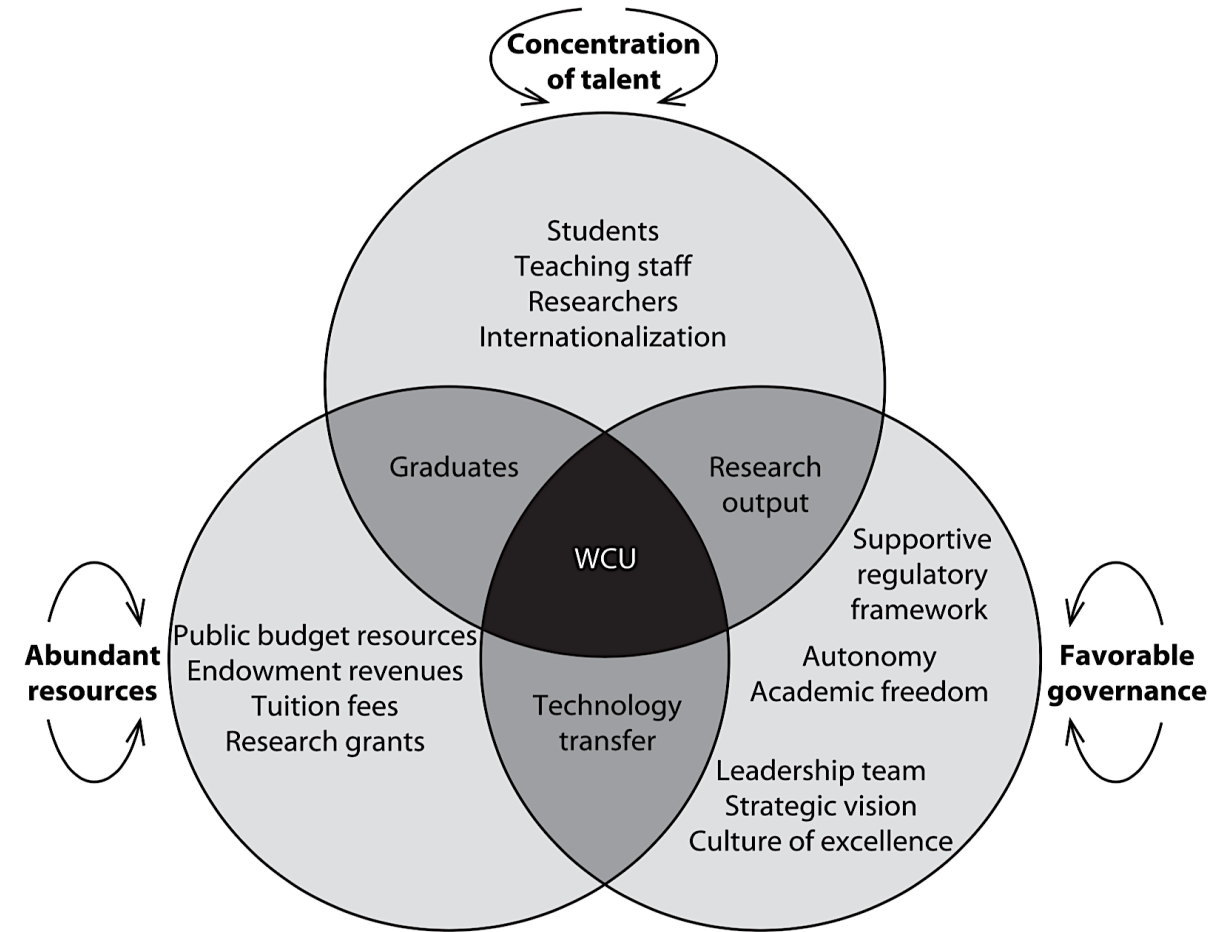




DIRECTIONS IN DEVELOPMENT
Human Development

The Challenge of Establishing World-Class Universities

Jamil Salmi



Source: Created by Jamil Salmi.

Characteristics of a World-Class University

Costs and Benefits of Strategic Approaches for Establishing World-Class Universities

<i>Conditions</i>	<i>Approach</i>		
	<i>Upgrading existing institutions</i>	<i>Merging existing institutions</i>	<i>Creating new institutions</i>
Ability to attract talent	Difficult to renew staff and change the brand to attract top students	Opportunity to change the leadership and to attract new staff; existing staff may resist	Opportunity to select the best (staff and students); difficulties in recruiting top students to “unknown” institution; need to build up research and teaching traditions
Costs	Less expensive	Neutral	More expensive
Governance	Difficult to change mode of operation within same regulatory framework	More likely to work with legal status different from that of existing institutions	Opportunity to create appropriate regulatory and incentives framework
Institutional culture	Difficult to transform from within	May be difficult to create a new identity out of distinct institutional cultures	Opportunity to create culture of excellence
Change management	Major consultation and communication campaign with all stakeholders	“Normative” approach to educate all stakeholders about expected norms and institutional culture	“Environmentally adaptive” approach to communicate and socially market the new institution

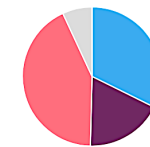
Source: Created by Jamil Salmi.

The formula for a world-class university revealed

- **The average top 200 university:**
- Has a total **annual income** of **\$751,139** per academic
- Has a **student-to-staff** ratio of **11.7:1** (**Covenant = 14:1**)
- Has 20% of its staff from abroad
- Has a total **research income** of **\$229,109** per academic
- Publishes **43%** of all its research papers with at least one international co-author (**Covenant = 32.3%**)
- Has a student body made up of 19% international students.

Collaboration

Publications at Covenant University, by amount of international, national and institutional collaboration



Metric		Publications	Citations
International collaboration	32.3%	666	2,141
Only national collaboration	18.1%	374	739
Only institutional collaboration	42.7%	879	974
Single authorship (no collaboration)	6.9%	142	332



The Word of Prophecy

Romans 9:28

For

he will finish the work,

and cut it short in Righteousness:

because

*a short work will the Lord make upon the
earth*



Management's Vision

To fulfill Vision 10:2022

by

evolving

a

World-Class

Research University

ReCITe Agenda

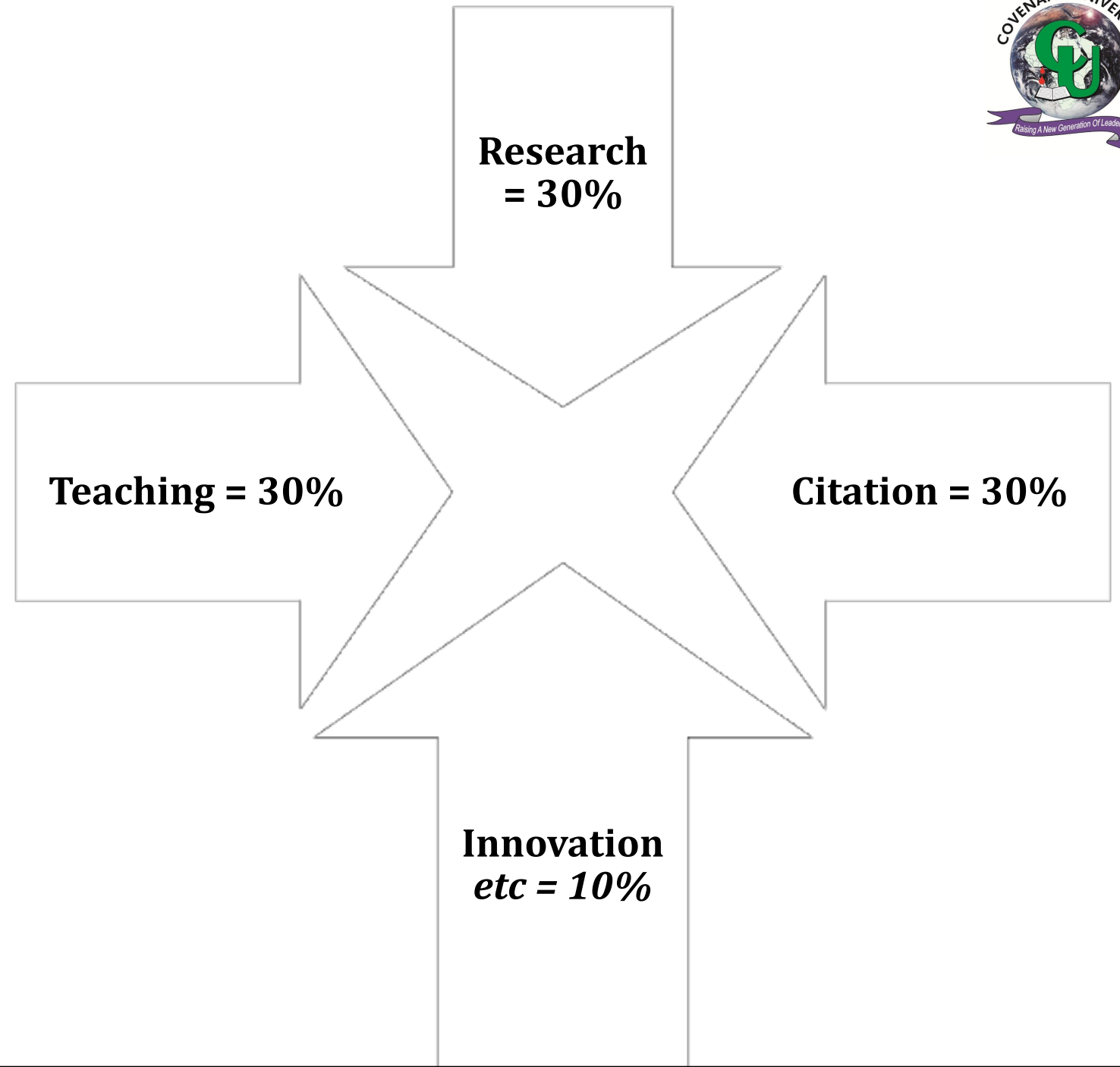
Research is our responsibility

Citation + Innovation →

Income is the reward

Teaching is our goal

ReCITe




ASSUMPTION

Vision 10:2022 (1-of-10-in-10) is considered fulfilled whenever Covenant attains a Top 10 position in any reputable global academic ranking outlet, irrespective of the ranking methodology.



STRATEGY

- 
- Aim for the Sun and land on the Moon,
 - given that Moon resides in domain Top 10 WCU.
 - This we shall accomplish through the instrumentality of '*Glocalisation*'
 - i.e. benchmarking with established (indisputable) World Class Universities, while introducing innovations to address our local contextual needs.

Approaches to Achieving WCU Status



Covenant University

STRATEGIC PLAN

Vision 10:2022



2018-2022

1. Transition **from** a predominantly **teaching** university to a **research** university
2. Proper *leadership* and *vision* can drastically improve the quality of teaching and research in existing research universities.
3. A faster and more effective approach to achieving world-class status is by starting new Institutions if the following conditions are present from the start:
 - Availability of academic *talent*;
 - Availability of financial *resources*;
 - Responsible *governance*: particularly autonomy and academic freedom



Covenant University

STRATEGIC PLAN

Vision 10:2022



2018-2022



ReCITe Approach for Realization of Vision 10:2022

- Gradual realization of an overall *Student:Staff* Ratio (SSR) of 10:1 across all programmes
 - Strict adherence to established grading policy
 - Pegging of Undergraduate intake from next academic session
 - Strict adherence to all established Senate decisions on promotion (or otherwise)

ReCITe Approach for Realization of Vision 10:2022

- *Extremely* selective academic recruitment and progression policy
 - Scientific identification and development of Covenant's core areas of natural competencies to create a *niche* for the university



**COVENANT UNIVERSITY
CANAANLAND, OTA, OGUN STATE.**



OPERATIONAL POLICIES

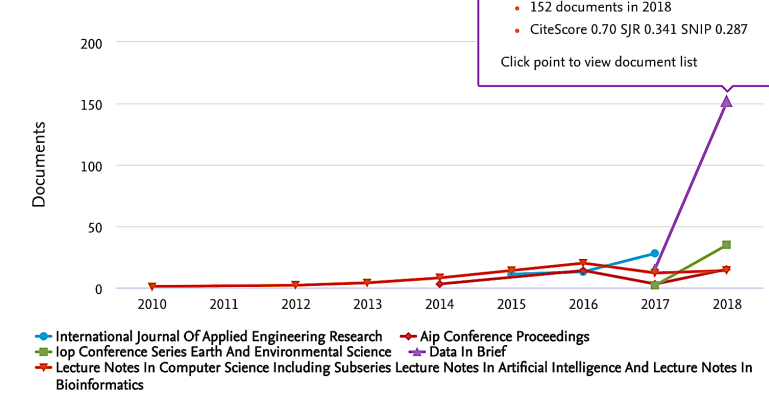
SEPTEMBER 4, 2017

ReCITe Approach for Realization of Vision 10:2022

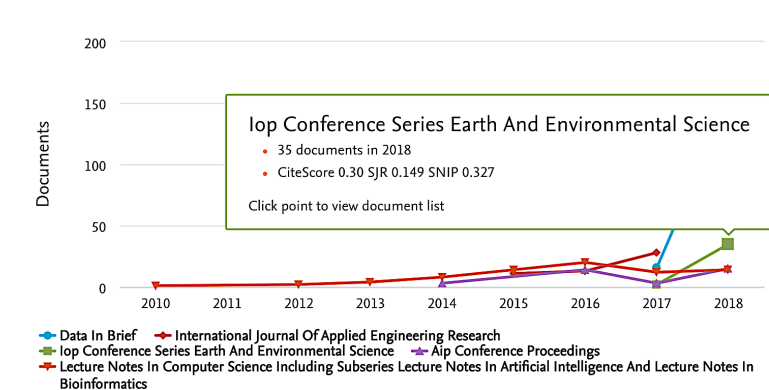
- Increasing research visibility and accessibility
 - **Elastic budget** for high impact, open access (OA) publications
 - Sponsorship of conferences with **Scopus/WoK OA Proceedings**
 - Discouraging submission of articles to subscription-only publication outlets
 - Uploading of **all** CU-hosted conferences to university repository with **CC OA License**
 - Educating Faculty on proper outlets for dissemination of groundbreaking research findings
 - Set up a unit saddled with conference/workshop organization



Documents per year by source
Compare the document counts for up to 10 sources



Documents per year by source
Compare the document counts for up to 10 sources





ReCITe!

COVENANT UNIVERSITY

**Appointment
and
Promotion Criteria**

Rewarding Academic *Excellence*

2018–2020

ReCITe Approach for Realization of Vision 10:2022

- Revisiting the Appointment and Promotion criteria *with a view to enhancing the reward of research excellence*
 - Creation of special section for purely research Professors
 - Enhancing collaborations with *WCUs*

\$390.05 billion

Where did the generosity come from?*

Giving by Individuals
\$281.86 billion

↑ 3.9% 72%

increased 3.9 percent (2.6 percent when inflation-adjusted) over 2015

Giving by Foundations
\$59.28 billion

↑ 3.5% 15%

was 3.5 percent (2.2 percent when inflation-adjusted) over 2015

Giving by Bequest
\$30.36 billion

↓ 9.0% 8%

declined 9.0 percent (10.1 percent when inflation-adjusted) over 2015

Giving by Corporations
\$18.55 billion

↑ 3.5% 5%

increased 3.5 percent (2.3 percent when inflation-adjusted) over 2015

* All figures on this infographic are reported in current dollars unless otherwise noted.

Contributions by source
(by percentage of the total)

The single largest contributor to the growth in total giving was an increase of \$10.53 billion in GIVING BY INDIVIDUALS—offsetting declines from bequest giving.

Visit www.GivingUSA.org to learn more and to order your copy of *Giving USA 2017: The Annual Report on Philanthropy for the Year 2016*.

Where are all of the charitable dollars going?

(as a percentage of the total)

32% Religion \$122.94 billion

15% Education \$59.77 billion

12% Human Services \$46.80 billion

10% To Foundations \$40.56 billion

8% Health \$33.14 billion

8% Public-Society Benefit \$29.89 billion

5% Arts, Culture, and Humanities \$18.21 billion

6% International Affairs \$22.03 billion

3% Environment/Animals \$11.05 billion

2% To Individuals \$7.12 billion

Each charitable subsector grew in 2016 except for giving to Individuals. Growth rates ranged from approximately 3–7 percent.

Giving USA Foundation™, The Giving Institute, and the Indiana University Lilly Family School of Philanthropy are pleased to continue their partnership in providing the most comprehensive, longest-running, and most rigorously researched resource on U.S. charitable giving, *Giving USA: The Annual Report on Philanthropy*. It is a privilege to report on Americans' generosity and related historical trends on U.S. charitable giving.



Giving USA™
Shared intelligence.
For the greater good.



THE Giving Institute™
Shared intelligence.
For the greater good.



IUPUI
LILLY FAMILY SCHOOL OF PHILANTHROPY

- Regular capacity building events for the management team
- Promoting *fundamental* and *curiosity-driven* exploration
- Re-invigoration of university's endowment drive
- Identifying key areas on which to concentrate the university's research and resources

ReCITe Approach for Realization of Vision 10:2022



IMPACT MEASUREMENT

Research Output Data | Citation Data | Collaborations

2013 to > 2018

Covenant University

🇳🇬 Nigeria | [More details on this Institution](#)

2013 to >2018 no subject area filter selected [ASJC](#)

[Summary](#) [Topics](#) [Awarded Grants](#) [Collaboration](#) [Published](#) [Viewed](#)

Browse Topics

Researchers at Covenant University have contributed to 1,022 topics between 2013 to >2018

Table Wheel

1,022 Topics

2012 to > 2017

Covenant University

🇳🇬 Nigeria | [More details on this Institution](#)

2012 to >2017 no subject area filter selected [ASJC](#)

[Summary](#) [Topics](#) [Awarded Grants](#) [Collaboration](#) [Published](#) [Viewed](#)

Browse Topics

Researchers at Covenant University have contributed to 786 topics between 2012 to >2017

Table Wheel

786 Topics

30.03% increase in Topics!

2016

In 2016, *Elsevier Scival* Data Analytics mined Covenant's publication Data in *Scopus* from (**2011–2015**) and reported Covenant as having:

- **2 Distinctive** Competencies as **#1 Globally**
- **2 Distinctive** Competencies as **#2 Globally**

**Total of 4 Distinctive
Competencies**




2017


In 2017, *Elsevier Scival* Data Analytics mined Covenant's publication Data in *Scopus* from (**2012–2017**) and reported Covenant as having:

- **19 Distinctive** Competencies as **#1 Globally**
- **17 Distinctive** Competencies as **#2 Globally**

**Total of 36 Distinctive
Competencies**

800% Increase in One year!

Scholarly Output 


2,061 


 [View list of publications](#)

Citation Count 

4,186

Authors


1,453 

Citations per Publication 

2.0

Field-Weighted Citation Impact 

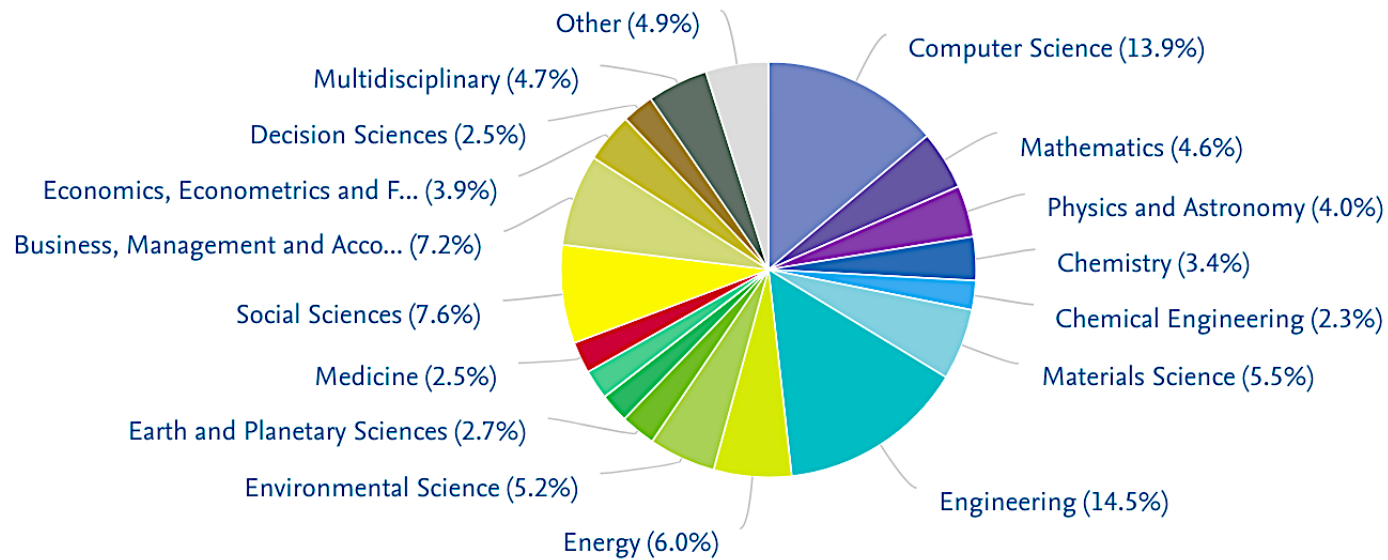
1.13

h5-index 

22



[+ Add to Reporting](#)



Overall Research Performance 2018.08.07

Benchmarking

2013 to 2018 no subject area filter selected ASJC

[Data sources](#)



Chart Table

[+ Add to Reporting](#) [Export](#)

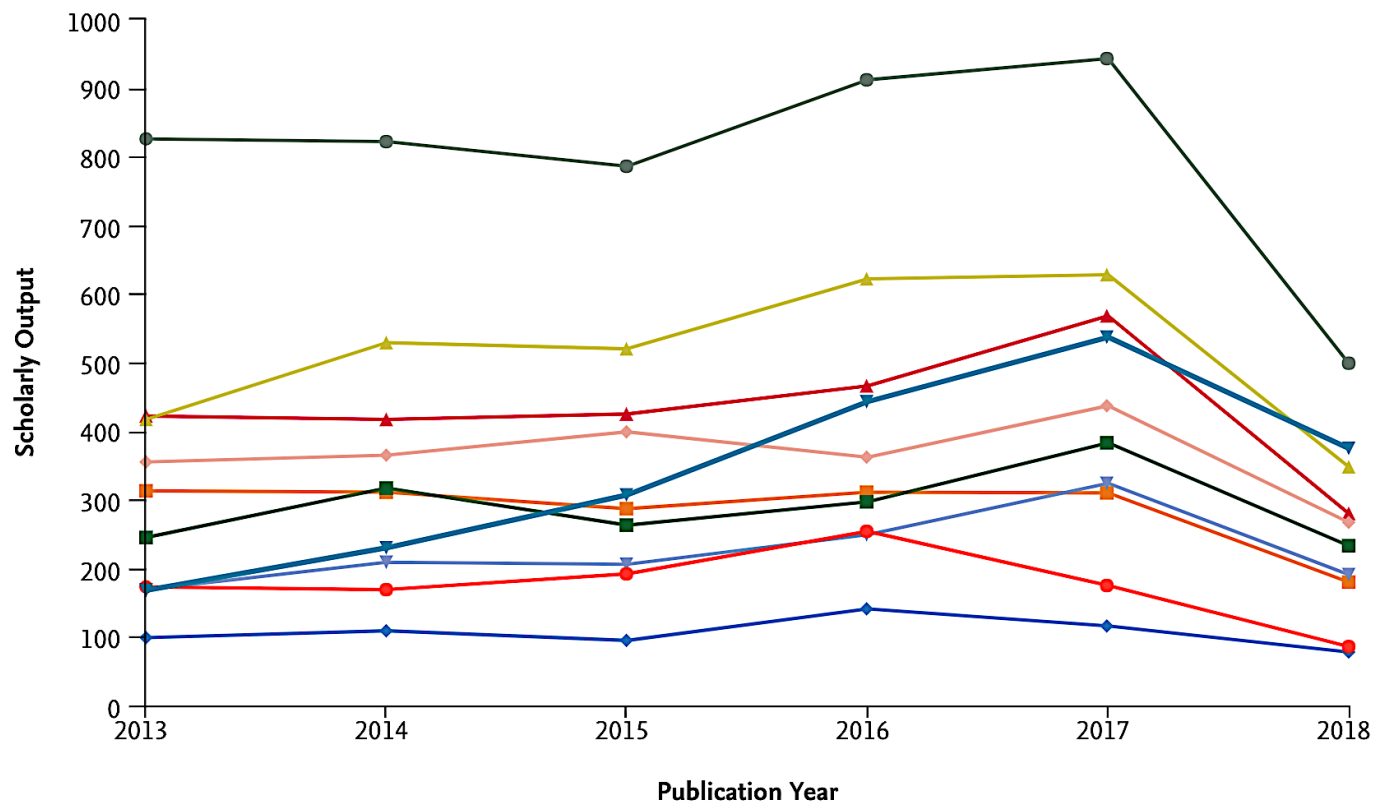
y-axis

x-axis

Bubble size

Scholarly Output

Publication Year



Institutions and Groups

- Ahmadu Bello University
- Covenant University**
- Federal University of Technology, Akure
- Federal University of Technology, Minna
- Obafemi Awolowo University
- University of Ibadan
- University of Ilorin
- University of Lagos
- University of Nigeria
- University of Port Harcourt

Benchmarking

2013 to 2018 no subject area filter selected ASJC

[Data sources](#)

+ Add to Reporting Export

Metric 1

Scholarly Output

Metric 2

Publication Year

Metric 3

Entity	Scholarly Output					
	2013	2014	2015 <input type="button" value="v"/>	2016	2017	2018
University of Ibadan	826	822	786	912	943	499
University of Nigeria	417	529	520	622	628	348
Obafemi Awolowo University	422	417	425	466	568	280
University of Lagos	355	365	399	362	437	267
Covenant University	168	230	307	443	537	375
Ahmadu Bello University	313	311	287	311	310	180
University of Ilorin	245	317	263	297	383	233
Federal University of Technology, Akure	169	209	206	249	324	191
University of Port Harcourt	173	169	192	254	175	86
Federal University of Technology, Minna	99	109	95	141	116	78

Benchmarking

2013 to 2018 no subject area filter selected ASJC

[Data sources](#)

+ Add to Reporting Export

Metric 1

Scholarly Output

Metric 2

Publication Year

Metric 3

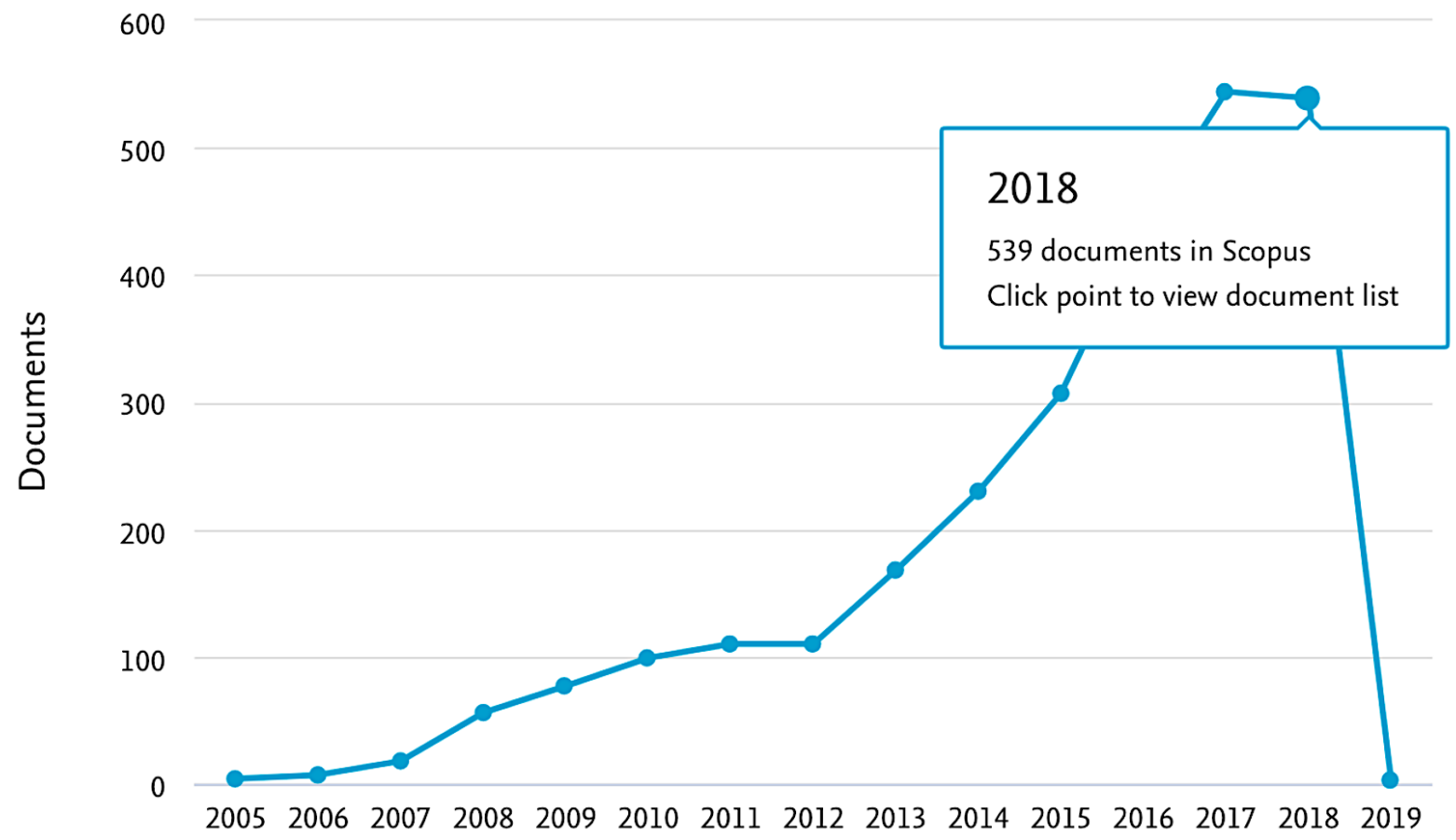
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University of Port Harcourt	173	169	192	254	175	86
Federal University of Technology, Minna	99	109	95	141	116	78

From 5th to 2nd in Nigeria
by Publication Volume



2018.08.15		2,715	
2019	<u>3</u>	0.11%	60.92%
2018	<u>539</u>	19.85%	
2017	<u>544</u>	20.04%	
2016	<u>443</u>	16.32%	
2015	<u>307</u>	11.31%	1,529
2014	<u>230</u>	8.47%	
2013	<u>168</u>	6.19%	
2012	<u>110</u>	4.05%	
2011	<u>110</u>	4.05%	17.72%
2010	<u>99</u>	3.65%	
2009	<u>77</u>	2.84%	
2008	<u>56</u>	2.06%	
2007	<u>18</u>	0.66%	
2006	<u>7</u>	0.26%	
100.00%	<u>4</u>	0.15%	

Documents by year

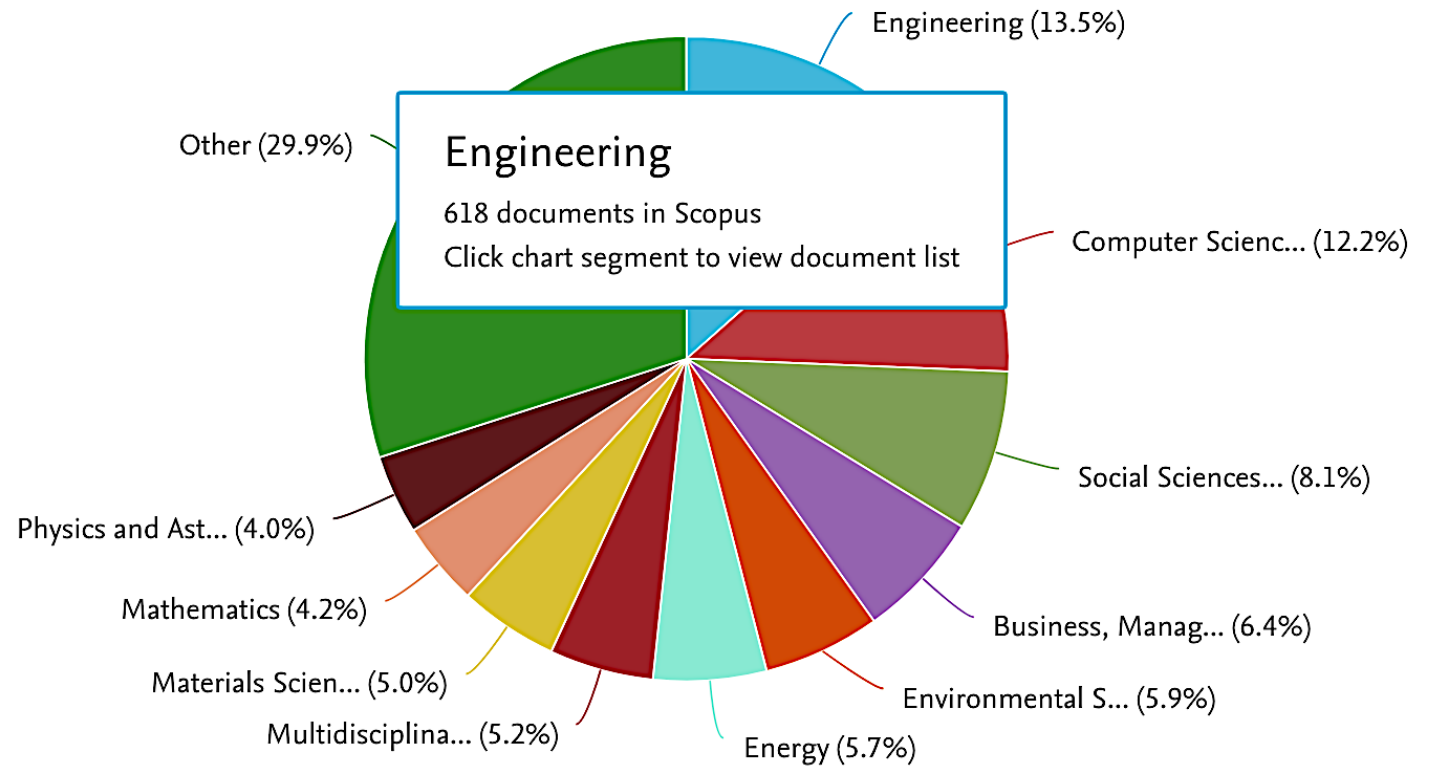


2018
539 documents in Scopus
Click point to view document list



Subject area ↓	Documents ↓
Engineering	618
Computer Science	557
Social Sciences	370
Business, Management and Accounting	294
Environmental Science	269
Energy	260
Multidisciplinary	239
Materials Science	228
Mathematics	193

Documents by subject area

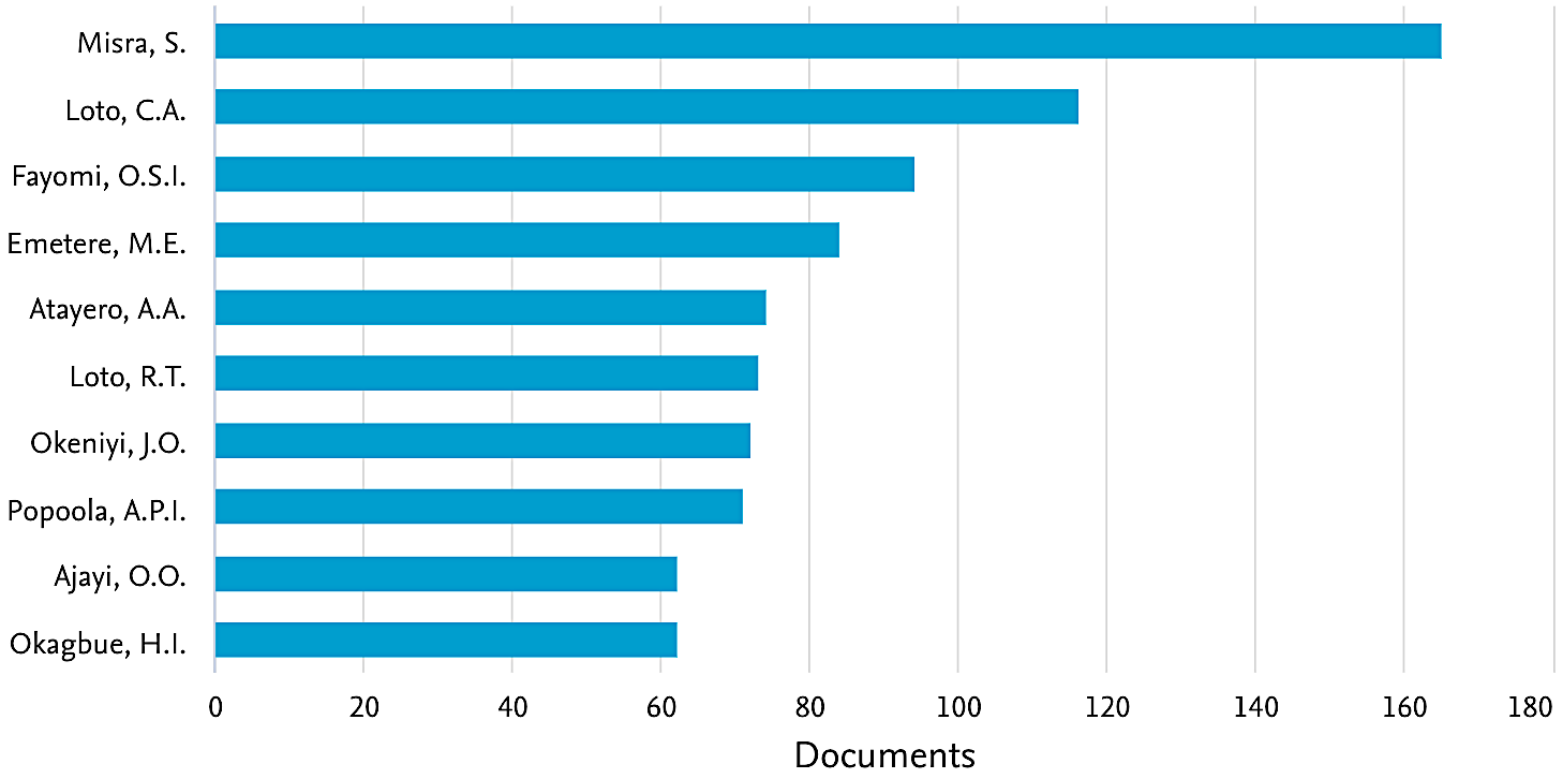


Covenant's Core Competencies

Author ↑	Documents ↓
Misra, S.	165
Loto, C.A.	116
Fayomi, O.S.I.	94
Emetere, M.E.	84
Atayero, A.A.	74
Loto, R.T.	73
Okeniyi, J.O.	72
Popoola, A.P.I.	71
Ajayi, O.O.	62

Documents by author

Compare the document counts for up to 15 authors



Covenant's Top 10 Authors

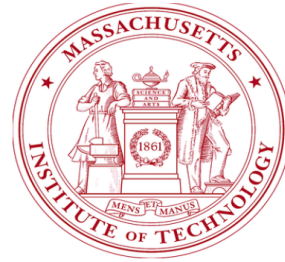


JIM OVIA
FOUNDATION



J-WEL

Abdul Latif Jameel World Education Lab



**UNIVERSITY OF
CAMBRIDGE**



**INTERNATIONAL
ASSOCIATION OF
UNIVERSITIES**

INTERNATIONAL UNIVERSITIES BUREAU



SciencesPo

**NOTTINGHAM
TRENT UNIVERSITY**



**KING BAUDOUIN
FOUNDATION
UNITED STATES**



**Hanze
University of Applied Sciences
Groningen**



TEACHING IMPACT

Accreditation Data | Employer Feedback | Graduation Results

NUC ACCREDITATION

The 2017 accreditation exercise recorded **100% success** with 19 (i.e. 90.48%) of the 21 programmes visited returning with **FULL accreditation**.

s/n	Programme	Status	Visited	Maturity
1.	Accounting	Full	2015	2020
2	Banking & Finance	Full	2017	2022
3	Business Administration	Full	2017	2022
4	Industrial Relations & HRM	Full	2017	2022
5	Marketing	Full	2017	2022
6	English	Full	2017	2022
7	Mass Communication	Full	2015	2020
8	Psychology	Interim	2017	2019
9	Sociology	Full	2015	2020
10	Demography & Social Statistics	Full	2015	2020
11	Economics	Full	2015	2020
12	International Relations	Full	2015	2020
13	Policy and Strategic Studies	Full	2017	2022
14	Political Science	Full	2015	2020
15	Chemical Engineering	Full	2017	2022
16	Civil Engineering	Full	2017	2022
17	Computer Engineering	Full	2015	2020
18	Electrical & Electronics Engineering	Full	2017	2022
19	Information & Communication Engrg.	Full	2017	2022
20	Mechanical Engineering	Full	2017	2022
21	Petroleum Engineering	Full	2017	2022
22	Architecture	Interim	2017	2019
23	Building Technology	Full	2015	2020
24	Estate Management	Full	2017	2022
25	Biochemistry	Full	2015	2020
26	Biology	Full	2017	2022
27	Microbiology	Full	2015	2020
28	Industrial Chemistry	Full	2017	2022
29	Computer Science	Full	2017	2022
30	Management Information System	Full	2017	2022
31	Industrial Mathematics	Full	2017	2022
32	Industrial Physics	Full	2017	2022



Accreditation Status

s/n	Programme	Status	Visited	Maturity
1.	Accounting	Full	2015	2020
2	Banking & Finance	Full	2017	2022
3	Business Administration	Full	2017	2022
4	Industrial Relations & HRM	Full	2017	2022
5	Marketing	Full	2017	2022
6	English	Full	2017	2022
7	Mass Communication	Full	2015	2020
8	Psychology	Interim	2017	2019
9	Sociology	Full	2015	2020
10	Demography & Social Statistics	Full	2015	2020
11	Economics	Full	2015	2020
12	International Relations	Full	2015	2020
13	Policy and Strategic Studies	Full	2017	2022
14	Political Science	Full	2015	2020
15	Chemical Engineering	Full	2017	2022
16	Civil Engineering	Full	2017	2022



Accreditation Status

s/n	Programme	Status	Visited	Maturity
17	Computer Engineering	Full	2015	2020
18	Electrical & Electronics Engineering	Full	2017	2022
19	Information & Comm. Engrg.	Full	2017	2022
20	Mechanical Engineering	Full	2017	2022
21	Petroleum Engineering	Full	2017	2022
22	Architecture	Interim	2017	2019
23	Building Technology	Full	2015	2020
24	Estate Management	Full	2017	2022
25	Biochemistry	Full	2015	2020
26	Biology	Full	2017	2022
27	Microbiology	Full	2015	2020
28	Industrial Chemistry	Full	2017	2022
29	Computer Science	Full	2017	2022
30	Management Information System	Full	2017	2022
31	Industrial Mathematics	Full	2017	2022
32	Industrial Physics	Full	2017	2022

TOP 20 MOST EMPLOYABLE UNIVERSITIES

RANK	UNIVERSITY	EMPLOYABILITY RATE
1.	Covenant University	90.00%
2.	University of Agriculture, Abeokuta	84.62%
3.	Obafemi Awolowo University, Ile-Ife	83.33%
4.	Federal University of Technology, Akure	80.00%
5.	University of Ilorin	77.78%
6.	Ekiti State University	75.00%
6.	University of Uyo	75.00%
6.	Olabisi Onabanjo University Ago-Iwoye	75.00%
9.	Babcock University, Ilishan-Remo	73.68%
10.	University of Lagos	73.24%
11.	Federal University of Technology, Owerri	72.73%
12.	University of Port-Harcourt	65.00%
13.	University of Ibadan	62.50%
14.	University of Benin	59.09%
15.	Lagos State University Ojo, Lagos.	58.82%
16.	University of Nigeria, Nsukka	56.25%
17.	Abia State University, Uturu.	55.56%
17.	University of Maiduguri	55.56%
17.	Nnamdi Azikiwe University, Awka	55.56%
20.	Ahmadu Bello University, Zaria	50.00%
20.	Bowen University, Iwo	50.00%



Covenant Tops Most Employable Graduates List

Stutern, a Lagos-based startup and an online platform that carries out studies on employment in Nigeria and Nigerian universities, has in its 2016 edition of 'The Nigerian Graduate Report' publication ranked Covenant University Number One in the list of Nigerian universities (both private and public) with the Most Employable Graduates.

[Click here to download Stutern Nigerian Graduate report 2016.](#)

According to the report by Stutern, Covenant University, with 90% employability rate, emerged first among institutions that have more employed graduates according to the employment status of their graduates. Only two private institutions made the top 10 list while others were Federal and State institutions.

The University of Agriculture, Abeokuta, with 84.62% employability rate, was second; Obafemi Awolowo University, Ile-Ife, with 83.33%, was third; while Federal University of Technology, Akure and the University of Ilorin with 80.00% and 77.78% were fourth and fifth respectively.



The Nigerian Graduate Report

DEGREE CLASSIFICATION FOR GRADUATING STUDENTS ACROSS YEARS

CLASS	1st		2 1		2 2		3rd		TOTAL
	No.	%	No.	%	No.	%	No.	%	
2012/2013	114	7.62	722	48.26	589	39.37	71	4.75	1,496
2013/2014	82	6.15	594	44.53	531	39.81	127	9.52	1,334
2014/2015	104	7.91	609	46.31	511	38.86	91	6.92	1,315
2015\2016	156	10.54	685	47.52	454	34.04	104	7.92	1,399
2016\2017	188	16.88	568	50.99	312	28.01	46	4.13	1,114
2017\2018	238	15.74	745	49.27	445	29.43	84	5.56	1,512
TOTAL	882	10.80	3,923	48.02	2,842	34.79	523	6.40	8,170

Comparative Analysis of Graduating Class Results since 2013



GLOBAL RANKING

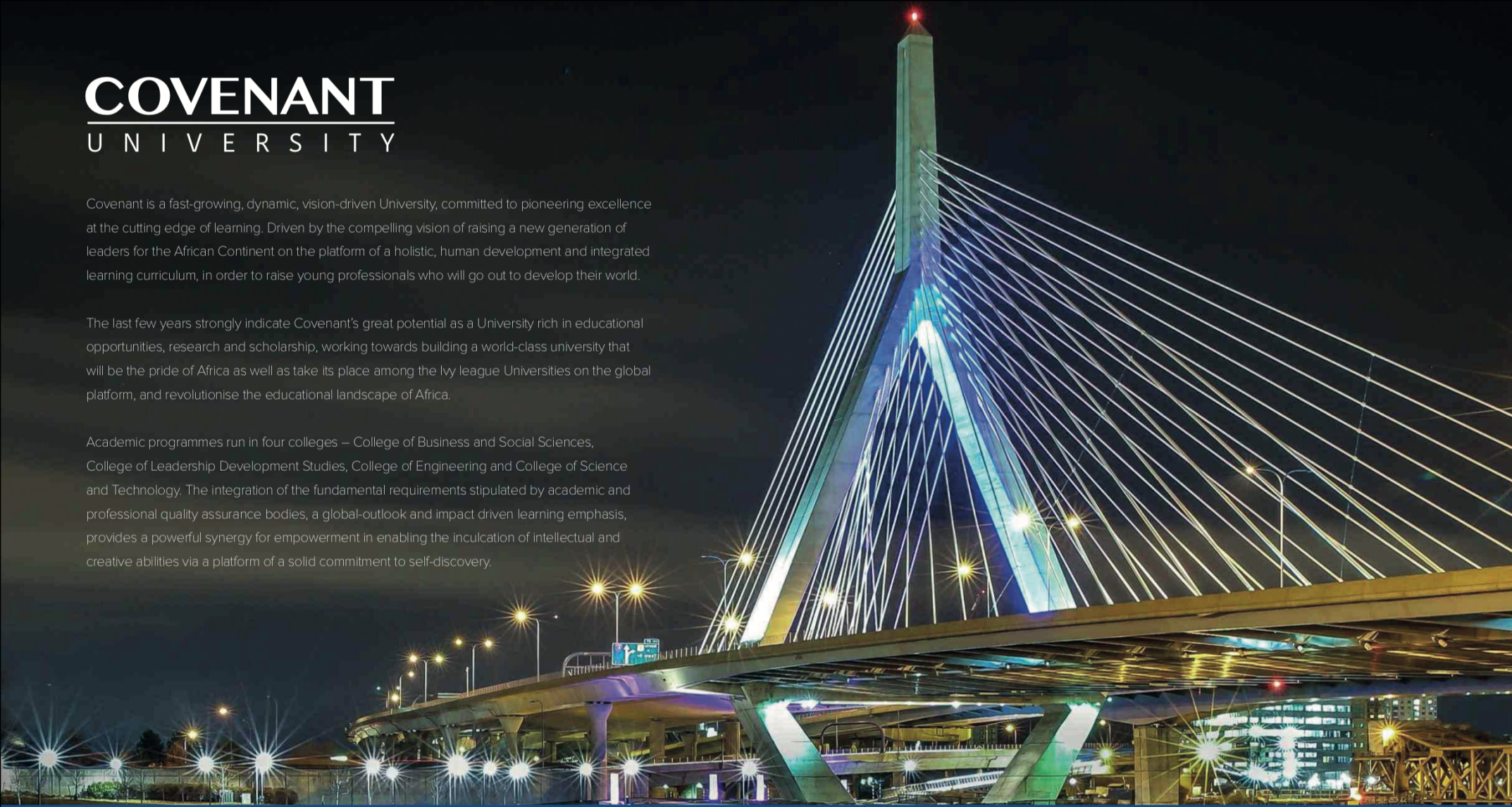
Times Higher Education

COVENANT UNIVERSITY

Covenant is a fast-growing, dynamic, vision-driven University, committed to pioneering excellence at the cutting edge of learning. Driven by the compelling vision of raising a new generation of leaders for the African Continent on the platform of a holistic, human development and integrated learning curriculum, in order to raise young professionals who will go out to develop their world.

The last few years strongly indicate Covenant's great potential as a University rich in educational opportunities, research and scholarship, working towards building a world-class university that will be the pride of Africa as well as take its place among the Ivy league Universities on the global platform, and revolutionise the educational landscape of Africa.

Academic programmes run in four colleges – College of Business and Social Sciences, College of Leadership Development Studies, College of Engineering and College of Science and Technology. The integration of the fundamental requirements stipulated by academic and professional quality assurance bodies, a global-outlook and impact driven learning emphasis, provides a powerful synergy for empowerment in enabling the inculcation of intellectual and creative abilities via a platform of a solid commitment to self-discovery.



**NIGERIA'S LEADER IN
MULTIDISCIPLINARY
OUTPUT**

12% OF THE **TOP 100**
AUTHORS ARE FROM THE
COVENANT UNIVERSITY

**NUMBER 1 IN
SCHOLARLY OUTPUT
IN NIGERIA IN:**

BUSINESS MANAGEMENT & ACCOUNTING SINCE 2013
COMPUTER SCIENCE SINCE 2013
ENGINEERING SINCE 2015

Discover more: www.covenantuniversity.edu.ng

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801–1000

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Benchmark Institutions

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Subjects

Reputation

Selected year: 2018 ▾

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The information on these pages is based on our best effort estimates of how you would have scored were you included in the THE Ranking this year. It is intended to help you better understand how your institution performed relative to your peers and universities worldwide. Information on these pages should not be used in your external communications.

Covenant University ranked joint 801–1000 this year out of 1102 institutions worldwide. Your strongest Pillar was Industry Income where you ranked in the 3 decile. Your weakest Pillar was Citations where you ranked in the 9 decile. Within Nigeria you ranked joint 1st out of 2 institutions.

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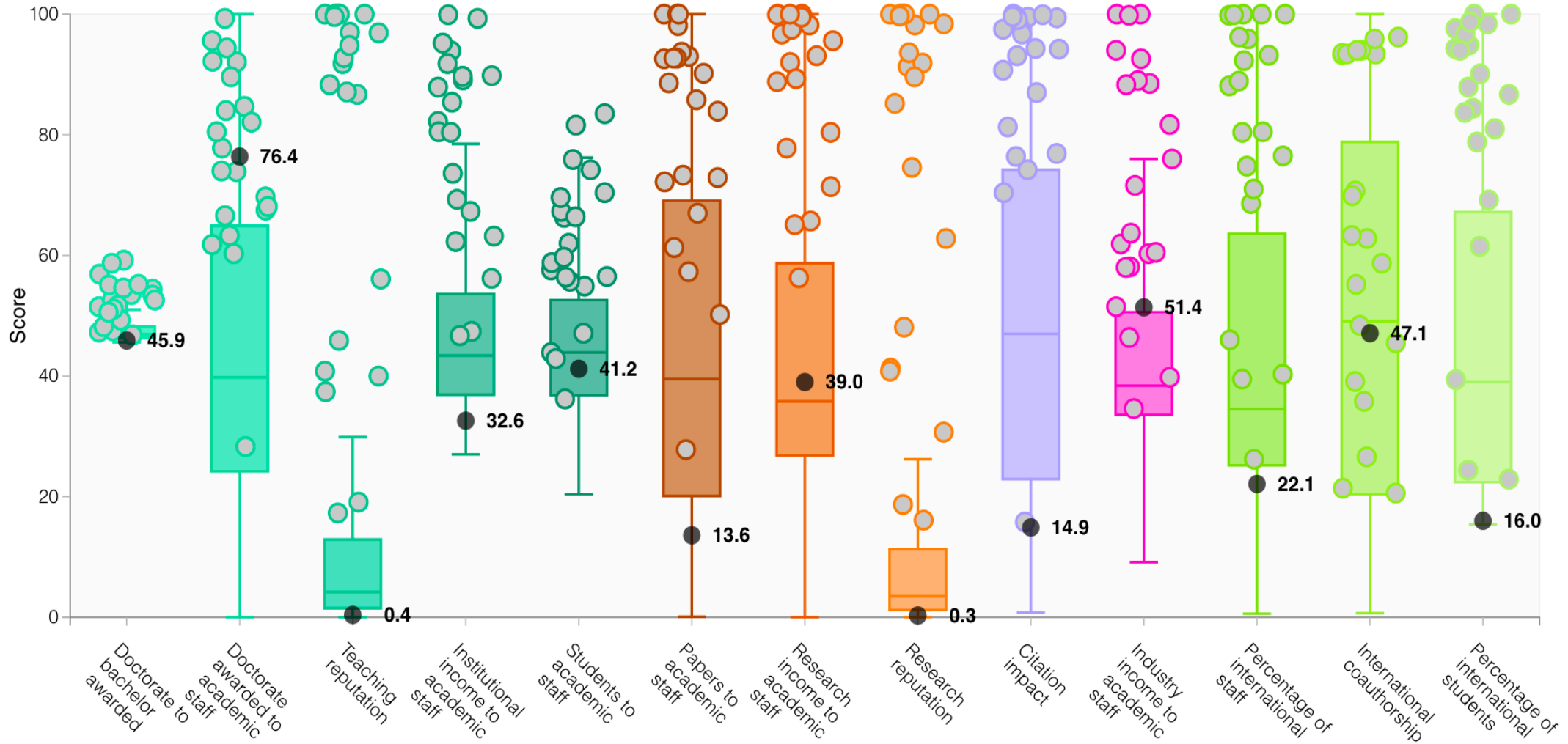
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Executive summary

COOKIE POLICY

TERMS AND CONDITIONS

Subject: Your institution has been ranked | THE World University Rankings

From: summits@timeshighereducation.com

To: vc@covenantuniversity.edu.ng

Date: Wednesday, August 15, 2018, 7:08:27 AM GMT+1



In partnership with



Your university has been ranked in this year's *Times Higher Education World University Rankings*

We are pleased to let you know ahead of the official announcement, that your institution will be appearing in the *THE* World University Rankings 2019. You will be notified of your ranking position a minimum of two days prior to publication.

COVENANT UNIVERSITY

Office of the Vice-Chancellor
INTERNAL MEMO

To: Chancellor
From: Vice-Chancellor
Date: August 15, 2018
Subject: Covenant Ranked among Top 5% of Universities globally!

Good news!



REWARD SYSTEM

RECITE A&P CRITERIA | OPERATIONAL POLICIES



ReCITe!

COVENANT UNIVERSITY

**Appointment
and
Promotion Criteria**

Rewarding Academic Excellence

2018–2020

RECITE PROMOTION CRITERIA



Preamble

Covenant University is poised to become one of the top ten universities in the world by the year 2022. This is the very present encapsulation of the overall vision of the University, which is to raise a new generation of leaders in all fields of human endeavor. The *ReCITe* approach to the fulfillment of the vision raises a new set of demands with very strong emphasis on research as the driving force for attaining all other parameters necessary to becoming a world-class university. It is with this aim in mind that it has become imperative to evolve a new document for assessing the quality of applicants for various positions in the three career *tracks* which are: Research, Teaching and Research/Teaching (a combination of Research and Teaching) cadres of Covenant (see Appendix 1 and 2 for details).

Preamble

To ensure ***equity, fairness*** and ***transparency*** and to reward performance in all matters of promotion of academic staff these guidelines shall be followed. The University will strive to attain and maintain credible standards of appraisal for all Career tracks of Staff with the key objectives of ***encouraging, acknowledging, and rewarding:***

- a) Scholarship
- b) Teaching Quality
- c) Professional Competence and technical skills (where applicable)
- d) Service and Leadership.
- e) Alignment with Core Values.

Professorial Appointment

- 2.10.** Appointment or promotion to the rank of Professor can only be approved for any faculty in the University subject to the following:
- i. The applicant for Professorial position must not be more than sixty-five (65) years old.
 - ii. The applicant must have occupied or headed at least one leadership position with trait of exemplary leadership established, either in Committee, Directorate, Department, or College, in the University.

The Scoring System

Table 1: Parameters for Assessment of All Faculty Career Tracks

	Parameter	Research	Research/Teaching	Teaching
1.	Sound scholarship	330	90	75
2.	Effective and competent teaching	NA	240	255
3.	Leadership and Service ^b	15	15	15
4.	Contribution to Community Development ^b	15	15	15
5.	Alignment with the University's Core Values	40	40	40
Total		400	400	400

Scopus H-Index



- f) For promotion to the grade of **Senior Lecturer:**
 - 1. Applicant must have a *Scopus h-index* score of not less than One (1).
 - 2. Not less than 60% of the articles shall be published in international Journals.
- g) For promotion to the grade of **Associate Professor:**
 - 1. Applicant must have a *Scopus h-index* score of not less than Two (2).
 - 2. Not less than 70% of the articles shall be published in international Journals.
- h) For promotion to the grade of **Professor:**
 - 1. Applicant must have a *Scopus h-index* score of not less than Three (3)
 - 2. Not less than 70% of the articles shall be published in international Journals.
- i) A candidate shall be the lead in not less than 60% of jointly authored articles for Senior Lecturer and above.
- j) **ALL** Journal articles indexed in *Scopus* or the *Web of Science Core Collection (Core Collection)*, shall be scored between **1.02** and **4.00** points, using the *Scopus CiteScore percentile of the source journal as presented in Tables 3.1 and 3.2*

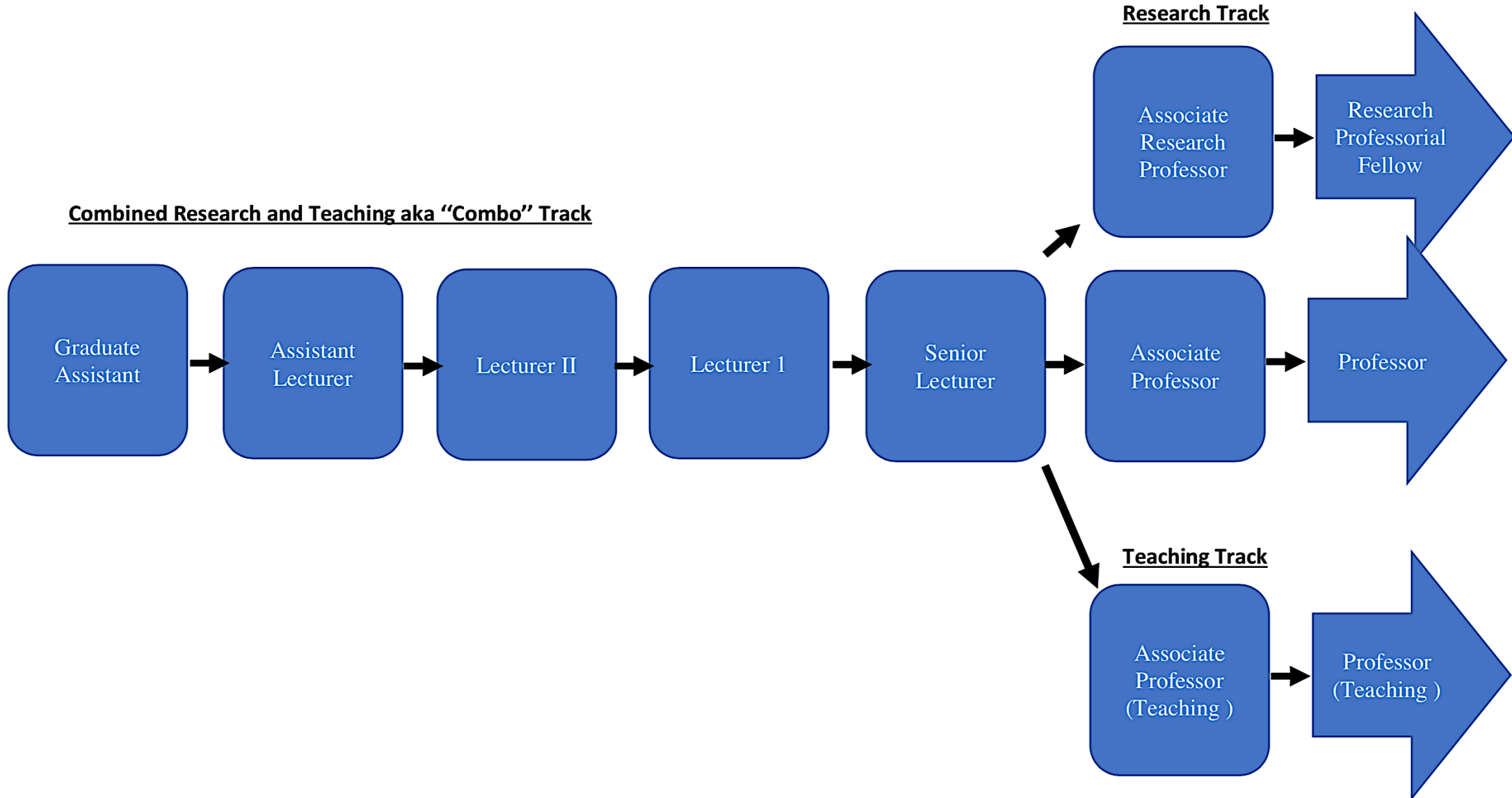
Percentile Table

Table 3.1: Scoring of Journal Publications

		Points										
		+	0	1	2	3	4	5	6	7	8	9
Percentile	0	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24	1.27	1.30	
	10	1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54	1.57	1.60	
	20	1.63	1.66	1.69	1.72	1.75	1.78	1.81	1.84	1.87	1.90	
	30	1.93	1.96	1.99	2.02	2.05	2.08	2.11	2.14	2.17	2.20	
	40	2.23	2.26	2.29	2.32	2.35	2.38	2.41	2.44	2.47	2.50	
	50	2.53	2.56	2.59	2.62	2.65	2.68	2.71	2.74	2.77	2.80	
	60	2.83	2.86	2.89	2.92	2.95	2.98	3.01	3.04	3.07	3.10	
	70	3.13	3.16	3.19	3.22	3.25	3.28	3.31	3.34	3.37	3.40	
	80	3.43	3.46	3.49	3.52	3.55	3.58	3.61	3.64	3.67	3.70	
	90	3.73	3.76	3.79	3.82	3.85	3.88	3.91	3.94	3.97	4.00	

** Except in cases where the journal has a percentile score greater than 76% in Scopus.*

Career Progression



to
Gloria
BE THE
Gloria

