



COVENANT UNIVERSITY POLICY ON POST-DOCTORAL STUDY

118th Senate (S.118/1543) – Thursday, January 21, 2016

In keeping with the vision of Covenant University to provide best practices and to maintain relevance, it is crucial that the University establishes linkages and openings for her fresh and budding Academics who make meaningful impact in their various fields.

To this end, Covenant University hereby put in place a Post-doctoral policy to regulate Post-doctoral Fellowship to deserving Faculty as follows:

Section A: Eligibility Criteria for Post-Doctoral Fellowships

1. An applicant must have worked as a Faculty for a minimum of two years to be eligible.
2. The candidate must have obtained a Ph.D degree and attained the post of Lecturer II or above in the University.
3. An eligible candidate must have potentials for viable number of academic publications.
4. An eligible candidate must be Covenant University core value compliant.
5. An eligible candidate must have been offered post-doctoral fellowship opportunity in the relevant field of his/her area of specialisation and by a recognised University or Institute.
6. Post-doctoral fellowships shall be for one year only.
7. All post-doctoral positions shall be targeted towards products, grants and publications in High Impact Journals and conferences.
8. All Covenant University Faculty on post-doctoral fellowships shall retain the name of the University as their second affiliation alongside that of their host institution on all publications.

9. Not more than 5% of the total population of Faculty shall embark on post-doctoral fellowship in a particular academic session.
10. For programmes with relatively small number of Faculty, not more than one (1) Faculty shall embark on a post-doctoral fellowship per time while for large Departments with multiple Programmes or Units, more than one (1) Faculty may be allowed based on programme/unit categorisations.
11. A Faculty on post-doctoral fellowship shall be entitled to 70% of his/her gross monthly salary.
12. A faculty on post-doctoral fellowship who fails to return at the due date and without due authorisation from the University Management, shall be deemed to have absconded from duty and shall forfeit his/her next promotion.

Section B: Hosting of Post-Doctoral Fellows

13. Only a Faculty of the rank of Senior Lecturer and above shall be eligible as host or supervisor of a visiting post-doctoral fellow in Covenant University.
14. Any Faculty that plans to host a post-doctoral fellow shall inform the office of the Registrar six months to the commencement of such fellowship through the HOD and Dean. The Directors of International Office & Linkages and Academic Planning Unit shall also be informed.
15. Visiting post-doctoral fellows shall have the status of *temporary staff* of Covenant University.
16. A visiting post-doctoral fellowship to Covenant University shall be for an initial period of one year and not more than two years. The contract shall be subject to renewal upon satisfactory performance.
17. The potential benefits of the post-doctoral programme to the candidate and the University shall be duly articulated and submitted to the University at the time of application.