

## Rolling Contracts Policy for Faculty Members at Qatar University

### Document Information:

*This is a translation of the Official Arabic version. In case of any Discrepancies, the Arabic version shall prevail.*

Legislative Instrument Type	Policy
Legislative Instrument Number	VPAA-PL-12-V2
Legislative Instrument Title	Rolling Contracts Policy for Faculty Members at Qatar University
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Related Legislative Instruments	<ul style="list-style-type: none"><li>– Faculty Affairs Bylaws</li><li>– Faculty Professional Conduct Bylaws</li></ul>
Board of Regents Approval Date	September 25, 2025



## 1. Purpose

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This policy aims to regulate the granting of Rolling Contracts to faculty members at Qatar University, as a key investment in promoting institutional excellence. Rolling contracts provide faculty members with job stability and contribute to retaining distinguished talents and attracting necessary expertise to support the university's strategic goals. This policy defines the conditions and procedures for obtaining this type of contract.

## 2. Scope

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The provisions of this policy apply to full-time faculty members at Qatar University at the ranks of Associate Professor, Research Associate Professor, or Clinical Associate Professor and above.

## 3. Definitions

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In the application of the provisions of this policy, the following words and phrases shall have the meanings assigned to them below, unless the context requires otherwise.

Term	Definition
University	Qatar University
President	President of Qatar University
Rolling Contract	An employment contract for a period of four years, renewed annually for the same term.



## 4. Policy Provisions

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### Article (1)

The University may grant a faculty member a rolling contract upon fulfillment of the following conditions:

1. Completion of one contract period with the University of not less than three years.
2. Renewal of the contract for a second period of not less than three years.
3. Achieving a performance rating of no less than "Expected" in the annual performance review for the last three years. In the event the faculty member has received a national or international award, a performance rating of "Expected" in teaching, research, or community service during the last three years is sufficient.
4. A clear disciplinary record for the three years preceding their nomination for the rolling contract.
5. Holding the rank of Professor, Research Professor, or Clinical Professor, or the rank of Associate Professor, Research Associate Professor, or Clinical Associate Professor.
6. If the faculty member holds the rank of Associate Professor, Research Associate Professor, or Clinical Associate Professor, they must have been promoted to their current rank within a period of no less than five years prior to the Rolling contract.

### Article (2)

The performance of a faculty member holding a rolling contract shall be subject to a comprehensive review every three years, based on which a decision will be made to either continue or terminate the contract.

### **Article (3)**

The President, upon a justified recommendation from the Vice President for Academic Affairs, may grant a distinguished faculty member a rolling contract as an exception to the conditions stated in Articles (1.1) and (1.2), for the purpose of retaining distinguished faculty members.

### **Article (4)**

Rolling contracts may be used to attract, retain, and appoint faculty members with distinguished qualifications in areas of strategic importance to the University, upon obtaining the President's approval.

### **Article (5)**

A committee shall be formed to review the files of candidates for rolling contracts in accordance with the terms and provisions of this policy.

### **Article (6)**

The granting or renewal of a rolling contract shall be by a decision of the University President.

### **Article (7)**

The rolling contract is renewed annually for a period of four years.

### **Article (8)**

For a faculty member to maintain a rolling contract, the following conditions must be met:

1. Maintaining the same level of performance upon which the Rolling contract was granted.
2. No disciplinary penalties are imposed.
3. Absence of any reason for terminating the Rolling contract.

#### **Article (9)**

The Rolling contract is terminated for the following reasons:

1. Obtaining a performance rating of "Less than Expected" in the annual performance review for faculty members.
2. Imposition of any disciplinary penalties.
3. Freezing or restructuring the relevant academic program.
4. For budgetary considerations or reasons of public interest, and after the President's approval.

#### **Article (10)**

The rolling contract is automatically terminated when the faculty member reaches the retirement age in accordance with the University's regulations and relevant laws. The contract will then be converted to one of the other applicable contract types at the University, without the need for any additional notice or procedure.

#### **Article (11)**

In the event of a rolling contract termination, the faculty member is permitted to complete the remaining period of the contract.