

### **Regarding the Instructor Selection Criteria:**

Stardom University follows clear and structured criteria in selecting instructors, summarizing as follows:

**Policy:** Stardom University adopts a semester-based appointment policy linked to the courses offered each term. The University does not follow a permanent or long-term instructor recruitment approach. Based on this policy, the University follows the procedures below:

- **First:** A public call for instructor applications is announced for each semester's courses through advertisement platforms and employment portals.
- **Second:** The HR Department reviews all received applications and CVs, initiating the initial screening phase.
- **Third:** The University may also draw from its existing pool of CVs stored in the HR Department.
- **Fourth:** A shortlist of candidates is prepared by the HR Department.
- **Fifth:** Remote interviews are conducted. A joint meeting is held between the relevant Faculty Dean and the University President to evaluate the candidates based on the

following criteria:

- Verification of academic qualifications (Master's degree minimum, preference for PhD holders).
- Personal traits and effective communication skills.
- Previous teaching experience in higher education.
- Digital and technical proficiency.
- Ability to design academic courses.
- Capability to deliver online lectures (sample lectures may be required).
- Relevance of the candidate's expertise to the course content.
- Ability to work remotely in a multicultural environment.
- For some specializations, professional experience is considered to bridge academic and practical aspects.
- Research capability, including published papers or academic contributions.

- Prior to contract signing, a meeting is held between the University and the instructor to explain the University's policies and review contract clauses.
- Starting this semester, the instructor declarations required by your esteemed body have been added.