

**PolyU Academy for Interdisciplinary Research (PAIR)
Young Fellowship (YF) for Research Assistant Professors (RAPs)**

Frequently Asked Questions (FAQs)

Part I - For Applicants

Q1. What are the criteria for the applicants?

A1. The applicants should:

- be normally at the age of 30 or below, or at most 35 at the time of appointment;
- possess a PhD degree in his/her field of specialism from a top academic institution, including HK, Mainland China, and overseas within three years prior to the application date of the post;
- show strong motivation and aspiration of commitment to conduct interdisciplinary research;
- have strong potential to develop expertise in a distinctly new research discipline, in which the applicants will pivot away from his/her original PhD research discipline;
- have an excellent research track record in terms of publications and awards; and
- be highly proficient in written and spoken English.

In addition, previous interdisciplinary and international collaboration as well as teaching experience would be an advantage.

Q2. How to apply?

- A2.
- Applicant should first identify a mentor in a target new research discipline and at least one co-mentor in the discipline of the PhD degree from where he/she graduated. The target mentor and co-mentor(s) should come from more than one academic unit in which at least one of the mentor/co-mentor(s) should be from his/her target host academic unit where he/she will pursue his/her long-term career after successful completion of the PAIR YF;
 - Applicant should approach and engage the mentor and co-mentor(s) in coming up with a maximum 10-page research proposal articulating his/her aspirations of interdisciplinary research. The names of mentor and co-mentor(s) shall be included in the research proposal; and
 - Applicant should submit his/her application together with the interdisciplinary research proposal, a detailed curriculum vitae as well as other supporting documents, if appropriate, through PolyU's career website (https://www.polyu.edu.hk/hro/careers/external_adv/pair-job-openings-and-application/).
 - The applicants may be asked to provide additional information or documents when needed. Only complete applications will be considered.

Q3. What are the eligibilities of mentor/co-mentor?

- A3.
- The target mentor should be in a new research discipline which is different from the applicant's PhD research discipline.
 - The target mentor and co-mentor(s) should come from more than one academic unit, in which at least one of the mentor/co-mentor(s) should be from the applicant's target host academic unit.
 - At least one co-mentor in the discipline of the applicant's PhD degree.
 - It is acceptable if the mentor/co-mentor(s) are not currently affiliated with any Research Institutes / Research Centres of PAIR.
 - The mentor/co-mentor(s) should be the tenured faculty members (Associate Professor or above) of PolyU.

Q4. What is "target host academic unit"?

- A4
- The PAIR YF RAPs will be affiliated with an academic unit as the host academic unit.
 - It is a unit where the candidate will teach in the third year of the PAIR YF period and probably where he/she will pursue his/her long-term career after successful completion of the PAIR YF.
 - It is the academic department/school of PolyU.
 - Research Institutes and Research Centres of PAIR are not considered as an academic unit.

Q5. If the candidate got the PhD degree from PolyU, will it be considered?

A5. Yes.

Q6. Is there any template for the research proposal?

- A6. There is no template. Applicants should approach and engage the target mentor and co-mentor(s) in coming up with a maximum of 10-page research proposal. It is suggested that the research proposal can include the following information:
- A sign of interdisciplinary research spanning across two or more disciplines.
 - An articulation of the applicant's aspiration and commitment to conduct interdisciplinary research, which is a distinctly new research discipline from his/her PhD research discipline.
 - Applicant's PhD research discipline
 - Proposed new research discipline
 - The names of the mentor and co-mentor(s) and their academic unit in PolyU (The mentor and co-mentor(s) must come from more than one academic unit.)

Q7. What is the application period?

A7. Applicants are open all year round.

Q8. What is the selection process?

A8. Initial review by PAIR



Potential candidates will be invited for interview by PAIR



Shortlisted candidates will be passed to the host academic unit for further consideration



Proposals supported by the Departmental/School Staffing Committee of the respective host academic unit will be sent to the University's Strategic Academic Appointments and Development Committee (SAADC) for consideration.



Approval by the University's Strategic Academic Appointments and Development Committee (SAADC)



Assessment and interview by the host academic unit



Final approval by the Senior Management Executives

Q9. Can I revise my proposed discipline after submission of the application?

A9. No.

Q10. Can the serving teaching staff/research staff of PolyU apply the scheme?

A10. Any serving qualified staff who meet the application requirements are welcome to apply for the scheme.

Q11. What are the duties of this post?

A11. The PAIR YF RAPs are expected to conduct interdisciplinary research and develop strong expertise in a distinctly new discipline that is different from their PhD discipline by working closely with a leading scholar in the new discipline.

The PAIR YF RAPs have to teach one or two three-credit subjects or equivalent. (Undergraduate/Taught Postgraduate subject) over their three-year period of PAIR YF. Teaching duties are to be decided by the host academic unit, not the mentor/co-mentor(s). Their teaching duties arrangement will be as follows:

- (a) No teaching duties during the first year;
- (b) Optional teaching during the second year; and
- (c) One three-credit subject teaching in the third year as other RAPs under SHS.

Q12. What are the terms of service?

A12. The initial appointment of the PAIR YF RAP usually is for 3 years. For general information on terms and considerations for the Appointment of Research Assistant Professor, please refer to <https://www.polyu.edu.hk/hro/docdrive/careers/doc/RAP.pdf> for details.

Q13. Will I be appointed under an academic unit or Research Institute/Research Centre of PAIR?

A13. Each PAIR YF RAP should be affiliated with an academic unit as his/her host academic unit.

Q14. Is there any further appointment after the 3-year contract?

A14. By the end of the three-year PAIR YF, the performance of the PAIR YF RAPs will be reviewed and those outstanding RAPs will be considered for a Professorial-track Assistant Professor (or Associate Professor) position.

In case a PAIR YF RAP fails to be appointed as an Assistant Professor (or Associate Professor), subject to his/her performance, he/she may be considered for a further appointment as a RAP under SHS at the host academic unit without additional benefits/arrangements associated with PAIR YF, up to an aggregate appointment period of 6 years in total including his/her services as RAP and PAIR YF RAP.

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