



Faculty Board

Guidelines for employment as professor and promotion to professor at the Faculty of Science

The guidelines apply as of 1 January 2022.

Employment of teaching staff at higher education institutions is regulated by the Higher Education Ordinance (SFS 2010:1064). Pursuant to chapter 4, section 3 of the Ordinance, a person is qualified for employment as a professor if they have demonstrated both research and teaching expertise. Each higher education institution determines what assessment criteria are otherwise to apply.

In its Appointment Rules (STYR 2020/2212), Lund University has decided on the qualification requirements and assessment criteria that are to apply for employment as a professor and promotion to a professorship. Pursuant to Lund University's Appointment Rules, a person is qualified for employment as a professor if they have demonstrated:

- research/artistic expertise
- teaching expertise and
- undergone at least five weeks of training in teaching and learning in higher education or acquired equivalent knowledge in some other way.

Pursuant to Lund University's Appointment Rules, the following five assessment criteria are to apply for employment as a professor:

1. Very good national and international standing as a researcher/artist, where the requirement for international

- experience shall be assessed with consideration to the character and traditions of the subject.
2. Very high level of teaching skill, including a very good ability to conduct, develop and lead teaching and other educational activities on different levels and using a variety of teaching methods.
 3. A good ability to supervise doctoral students to achieve a PhD.
 4. A good ability to engage with wider society and communicate their activities.
 5. A good general ability to lead and develop activities.

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Pursuant to Lund University's Appointment Rules, decisions regarding assessments of promotion from employment as a senior lecturer to employment as professor shall be based on strategic considerations. These considerations shall include an assessment of whether the employee has submitted documented contributions to the organisation's development and is assessed as suitable for promotion. A senior lecturer who is employed for an indefinite term may on application be promoted to professor if they have the qualifications required for the post of professor. The employee shall also demonstrate professional development in teaching and research/artistic expertise, from a general and long-term perspective.

Through the present guidelines, the Faculty of Science has decided how the assessment criteria are to be understood and applied within the faculty. Examples are provided for each of the criteria showing how these may be assessed.

The assessment is to take account of the specialisation and content of the position. The final assessment is to be a balance of all the assessment criteria.

Assessment criteria

1. Very good national and international standing as a researcher

- A. The applicant is a nationally leading and internationally recognised researcher.
- B. The applicant has an independent research profile.
- C. The applicant has ongoing research activity of high quality.

2. Very good teaching ability

- A. The applicant has deep and broad subject knowledge and can convert this into teaching practice.
- B. The applicant has extensive teaching experience, good teaching skills and demonstrates the ability to develop education in the subject area.
- C. The applicant takes a reflective approach to teaching and learning.
- D. The applicant has undergone at least five weeks' training in teaching and learning in higher education or equivalent.

3. Good ability to supervise doctoral students to achieve a PhD

- A. The applicant has extensive experience and a good ability to supervise doctoral students to achieve a PhD.
- B. The applicant has documented research studies activities besides supervision of doctoral students.
- C. The applicant takes a reflective approach to the supervision of doctoral students and to third cycle studies.
- D. The applicant has undergone at least two weeks' training in supervision or equivalent.

4. Good ability to cooperate with wider society and communicate their activities

- A. The applicant has documented experience of disseminating and generating understanding of research findings.
- B. The applicant has contributed to developing collaboration between universities, society and business and industry.

5. Good general ability to lead and develop activities

- A. The applicant has experience of, and a good ability for, academic leadership.

Examples of ways to demonstrate that the assessment criteria have been met

1. Very good national and international standing as a researcher

The applicant's research qualifications are to be assessed with consideration to the character and traditions of the discipline.

- A. The applicant's national and international standing as a researcher is assessed on the basis of the researcher's recognition in the research community. A very high degree of recognition is demonstrated by publications in highly regarded international peer-reviewed journals and the applicant's publications having a significant citation level. The applicant's position in a list of authors may be significant to demonstrate their crucial contribution to the published work. In this assessment, the practice of the research field in stating the order of authors is to be considered. Research awards and prizes may also demonstrate the applicant's recognition in the research community. The applicant's standing in the research community may also be demonstrated through invitations to be an author of overview articles, to speak at significant international conferences and to participate in research committees. Other examples are peer review assignments in highly regarded journals, being a member of editorial boards, and assignments as external reviewer. Having obtained research grants from established national or international research funding bodies for which the applicant was principal investigator may also demonstrate the applicant's standing as a recognised researcher in the research community.
- B. The applicant's independent research profile can for example be demonstrated by the applicant conducting research in a well-defined research field which has been developed and is led without the assistance of supervisors from the applicant's time as a doctoral student or postdoc.

Independence in research may also be demonstrated through the applicant being the principal investigator for research grants obtained from established research councils.

- C. Active research activity may be demonstrated for example by ongoing research grants, active publication of research articles, and ongoing supervision of doctoral students and postdocs.

2. Very good teaching ability

If the applicant has been awarded the title of ETP (*Excellent Teaching Practitioner*), the requirement for very good teaching ability is considered to be met.

- A. That the applicant has deep and broad subject knowledge which can be converted into teaching practice can be demonstrated through the applicant having taught at various levels of education and in a broader subject area than their own research field. The applicant has an overview of the subject area and an ability to structure and organise the body of knowledge. The applicant shows an ability to communicate commitment to, and interest in, the subject area.
- B. The applicant's teaching skill can be demonstrated on the basis of their own practice and experience from various teaching situations, levels of education, and forms of teaching and assessment. Normally, the applicant is to have taught for a period equivalent to at least one year of full-time employment. The applicant's ability to develop teaching can be demonstrated through active participation in the development of the content and forms of teaching. The applicant demonstrates in their teaching practice a deliberate and systematic development of their method of supporting students' learning.
- C. A reflective approach to teaching and learning can be demonstrated through the applicant's own reflections on their teaching practice, based on course evaluations, knowledge of teaching and learning, and their own practical experience. The educational reflection shows

skill, maturity and assumption of responsibility in the applicant's own teaching practice.

- D. The applicant is to have undergone at least five weeks' training in teaching and learning in higher education. If such training is lacking, an assessment is to be made as to whether equivalent knowledge and skills have been acquired in some other way. If special circumstances apply, for example when the applicant has not had the opportunity to acquire such knowledge in their previous employment, they may nevertheless be employed. In that case, the employee is to undergo training in teaching and learning in higher education during the first two years of employment in order to meet the requirement.

3. Good ability to supervise doctoral students to achieve a PhD

- A. The applicant is normally to have been the principal supervisor for at least two doctoral students from admission to public defence of their doctoral thesis, of which at least one within the past five years. Documented experience as an assistant supervisor is also a qualification.
- B. Activity in research studies besides supervision of doctoral students can be proven by the applicant having developed and implemented research studies courses, organised activities in graduate schools and research studies programmes, participated in seminar activities intended for research students, or contributed to assessment in research studies as an external reviewer or member of an examining committee.
- C. In their reflection, the applicant demonstrates a deliberate and systematic approach to supervision of research students towards research independence. The applicant reflects on their supervision practice on the basis of knowledge about supervision and learning, and their own practical experiences.
- D. The applicant is to have undergone at least two weeks' training in supervision. If such training is lacking, an assessment is to be made as to whether equivalent knowledge and skills have been acquired in some other

way. If special circumstances apply, for example when the applicant has not had the opportunity in their previous employment to acquire such knowledge, they may nevertheless be employed/promoted. In that case, the employee is to undergo supervision training during the first two years of employment in order to meet the requirement.

4. Good ability to cooperate with wider society and communicate their activities

- A. The applicant has communicated research findings for example by participating in popular science contexts, public lectures or opinion pieces of relevance to the research subject. Further examples are participation in activities that increase interest in science at various levels in primary and secondary schools as well as among the general public.
- B. External engagement is various types of interaction with agents outside the university world such as public authorities, regions, municipalities, schools, business and industry or organisations. Examples of external engagement are educational activities with agents outside academia, scientific advice, contributions to consultation responses and participation in the production of policy documents.

Interactions with business and industry may entail having developed a collaboration with a company on a project idea, having obtained patents and/or developed products/processes. Further examples are participation in various types of scientific society, network, branch association, lobby group etc.

5. Good general ability to lead and develop activities

- A. Academic leadership can be demonstrated through academic management positions (which presume a formal appointment, budgeting responsibilities and direct management responsibilities) but also includes

participation in boards and committees at various levels within the university, or assignments as a representative for their own higher education institution in national and international organisations and working groups. Leading and developing a research team is a further way of demonstrating academic leadership. The applicant has a reflective approach to leadership and can demonstrate leadership characterised by expertise and assumption of responsibility.

Academic leadership is proven through the ability to plan and adapt activities according to set regulations and financial frameworks. The ability for leadership can also be demonstrated through the completion of leadership training, for example courses in leadership and project management.

Employment as an adjunct professor

The aim of an adjunct professor is to bring in specialist expertise that is not present within the regular organisation. The applicant is expected to be a leading specialist who can actively reinforce or complement existing research and education activities.

Pursuant to the Higher Education Ordinance, an adjunct professor is to be employed for an indefinite term, although not beyond a specified date. An appointment as adjunct professor may be renewed, but the total period of employment is not to exceed twelve years. In order to be employed as an adjunct professor, the applicant must have a main activity outside academia. This means that a person can be employed as an adjunct for up to 50% of a full-time position.

Qualifications and assessment

In compliance with Lund University's Appointment Rules, an adjunct professor is to meet the qualification requirements for employment as a professor. Deviations from the qualification requirements may be made, however, if the applicant has a unique skill set of particular importance for the activity in question, or to reinforce the links between the activity and wider society. Expertise other than that in teaching and research may be assigned particular importance in the assessment of total expertise, for example professional qualifications and specialist knowledge. The requirement for teaching expertise is to be considered against the background of the organisation from which the applicant originates.

At least five weeks of training in teaching and learning in higher education, or equivalent, is required for employment as an adjunct professor. If special circumstances apply, for example when the applicant has not had the opportunity to acquire such knowledge in their previous employment, they may nevertheless be employed. In that case, the applicant is to undergo training in teaching and learning in higher education

during the first two years of employment. If the period of employment does not exceed one year or if the position does not exceed 20% of full-time, the requirement for five weeks' training in teaching and learning in higher education need not be applied. In these cases, the employee is to undergo adapted training in teaching and learning in higher education based on the work duties involved in the position. In these cases, moreover, an additional condition for extension of employment is that the employee has undergone the adapted training in teaching and learning in higher education.

Employment as a visiting professor

Pursuant to the Higher Education Ordinance, a visiting professor is to be employed for an indefinite period but for no longer than a specified date. Employment as a visiting professor may be renewed, but the total period of employment is not to exceed five years. A visiting professor normally has their main employment within academia.

Qualifications and assessment

A visiting professor is to meet the qualification requirements for employment as a professor. Furthermore, the person is to have a special skill set of value to the activity in question.