



Guidelines for appointment as, and promotion to, senior lecturer at the Faculty of Science

These guidelines apply as of 1 May 2023.

The appointment of teaching staff at higher education institutions is governed by the Higher Education Ordinance (SFS 2010:1064). In accordance with the HEO, Chapter 4 Section 4, a person is eligible for appointment as a senior lecturer if they have demonstrated teaching expertise and been awarded a PhD or have the corresponding research competence or some other professional expertise that is of value in view of the subject matter of the position and the duties that it will involve. Each higher education institution determines itself what assessment criteria are otherwise to apply to the appointment of a senior lecturer.

Lund University has decided on the eligibility and assessment criteria to be applied for the appointment and promotion to senior lecturer in its Appointment Rules (STYR 2022/1843). According to Lund University's Appointment Rules, those qualified for appointment as a senior lecturer must have:

- Research expertise
- Teaching expertise.
- Been awarded a PhD or possess the equivalent competence.
- Completed training in teaching and learning in higher education of at least five weeks or possess equivalent knowledge that has been acquired in another way.

In accordance with the Lund University Appointment Rules, the following assessment criteria are applicable to the appointment of a senior lecturer:

1. Good national and international standing as a researcher. The requirement for international experience shall be assessed with consideration to the character and traditions of the subject.
2. Good teaching ability, including a good ability to conduct, develop and lead teaching and other educational activities at different levels and using a variety of teaching methods.
3. Ability to participate in supervision of doctoral students to achieve a PhD
4. Ability to engage with wider society and communicate their activities.
5. Ability to lead and develop activities.

An associate senior lecturer shall on application be promoted to senior lecturer employed for an indefinite period if they have the required qualifications and are deemed to be suitable with reference to the qualification requirements and assessment criteria included in the Appointment Rules and the person specification in the vacancy notice. The employee shall demonstrate professional development in teaching and research, from a general and long-term perspective. An associate senior lecturer can only apply for promotion once. The application for promotion is to be submitted to the faculty no later than six months prior to the end of the appointment. A decision on promotion or rejection of the application is to be made before the end of the appointment.

Decisions regarding assessments of promotion from employment as a lecturer to employment as a senior lecturer shall be based on strategic considerations. These considerations shall include an assessment of whether or not the employee has submitted

documented contributions to the organisation's development and is assessed as suitable for promotion.

A lecturer who is employed for an indefinite period at Lund University may on application be promoted to senior lecturer if they have the qualifications required for the post of senior lecturer.

The employee shall demonstrate professional development in teaching and research, from a general and long-term perspective.

These guidelines lay out how the Faculty of Science has decided these assessment criteria are to be understood and applied within the Faculty. For each criterion, there are examples of how these can be assessed.

In the assessment, the direction and content of the position must be taken into consideration. In the final assessment, all the assessment criteria are to be weighed together.

Assessment criteria

1. Good national and international standing as a researcher

- A. The applicant conducts research of high quality that garners attention nationally and internationally.
- B. The applicant conducts research with a clear, independent profile.

2. Good teaching ability

- A. The applicant has good knowledge of the subject and can apply these in practice when teaching.
- B. The applicant has good teaching skills and demonstrates an ability to develop their teaching within the subject area.
- C. The applicant has a reflective approach to teaching and learning.
- D. The applicant has five weeks' training in teaching and learning in higher education, or the equivalent.

3. Ability to participate in the supervision of doctoral students

- A. The applicant has documented experience and the ability to supervise doctoral students.
- B. The applicant has a reflective approach to the supervision of doctoral students.
- C. The applicant has at least two weeks' training in supervision, or the equivalent.

4. Ability to engage with wider society and communicate their activities

- A. The applicant has documented experience and the ability to engage with wider society and communicate their activities.

5. General ability to lead and develop activities

- A. The applicant has documented experience of and ability in academic leadership.

Examples of how fulfilment of assessment criteria may be demonstrated

1. Good national and international standing as a researcher

The applicant's research expertise is to be assessed with consideration to the character and traditions of the subject. Good national and international standing as a researcher and independence, can be demonstrated if the applicant has been appointed as associate professor ("docent") at the Faculty of Science.

- A. The applicant's national and international standing as a researcher is assessed in relation to the quality of their scientific publications in well-regarded international peer-reviewed journals. The extent of citations by other researchers is also taken into consideration. Scientific distinctions and prizes may also demonstrate acknowledgement of the applicant's standing within the

research community. The applicant's standing in the scientific community can be documented through invitations to author review articles, give lectures at major international conferences and participate in scientific committees. Other examples include peer reviews for highly regarded journals, membership in editorial committees and expert assignments. Good national and international standing as a researcher can be shown through the attainment of grants from established national or international researching funding bodies in which the applicant is the principal investigator.

- B. The applicant is to attach a research plan that describes the research they plan to undertake as part of the position, and clarifies their research profile. Independence can be demonstrated through lead authorship and/or corresponding authorship of important academic papers in which their supervisor is not a co-author. The position in the author list can also confirm that the applicant has been of crucial importance to the origin of the work. For key publications with many authors and where the applicant's contribution is not clear, it is important that their contribution is specified through a statement from one of the co-authors, for example. A leading role in the research can also be shown by the fact that the applicant is the principal investigator for research funding from established national or international research councils.

2. Good teaching ability

- A. Good subject knowledge that can be translated in practice into teaching can be demonstrated by the applicant having taught at different levels and in broader subject areas than their own research. The applicant shows the ability to convey engagement and interest in the teaching area in question.
- B. The applicant's teaching skills can be demonstrated based on their own practices and experience of different teaching

situations, teaching levels, teaching formats and examination formats. The applicant's ability to develop teaching can be demonstrated through active participation in the development of teaching content and formats.

- C. A reflective approach to teaching and learning can be demonstrated through the applicant's reflections on their teaching practices in their application in relation to course evaluations, their knowledge of teaching and learning and their own practical experiences.
- D. Applicants are to have completed at least five weeks of training in teaching and learning in higher education. In the absence of such training, an assessment shall be carried out to ascertain whether or not equivalent knowledge and expertise have been acquired in another way. If there are valid reasons, for example that the applicant has lacked opportunities to acquire the requisite knowledge in their former positions, an appointment can still be made. In such cases, the appointee is to complete the required training in teaching and learning in higher education within the first two years of employment in order to fulfil the requirement.

3. An ability to participate in the supervision of doctoral students to achieve a PhD

- A. The applicant is to have documented experience of supervising doctoral students. Aside from the role of principal supervisor, documented experience as assistant supervisor of doctoral students, and the supervision of postdocs and degree projects are also desirable.
- B. A reflective approach to supervision can be demonstrated through reflections on their supervision practices in relation to their knowledge of supervision and their own practical experiences.
- C. Applicants are to have completed at least two weeks of training in supervision. In the absence of such training, an

assessment shall be carried out to ascertain whether or not equivalent knowledge and expertise have been acquired in another way. If there are valid reasons, for example that the applicant has lacked opportunities to acquire the requisite knowledge in their former positions, an appointment/promotion can still be made. In such cases, the appointee is to complete the required training in supervision within the first two years of employment in order to fulfil the requirement.

4. Ability to engage with wider society and communicate their activities

- A. The applicant can demonstrate communication of their research results through participation in popular science contexts, public lectures or in the writing of opinion pieces with relevance to their research area. Other examples are participation in activities that promote interest in science at all educational levels, including compulsory and upper-secondary, and among the public. External engagement also includes interaction with stakeholders outside academia, such as public authorities, regional and local government, schools, industry or other organisations.

5. A good general ability to lead and develop activities

- A. The ability to lead and develop activities can be shown through active participation in boards, committees and working groups at different levels within the University. Another way to demonstrate academic leadership is through leading and developing a research team. Experience of leading and developing activities in organisations outside the University is also desirable. The ability can also be demonstrated through participation in leadership training.

Appointment as adjunct senior lecturer

The purpose of an adjunct senior lecturer is to provide expertise that is not normally present in the regular organisation and that is necessary for high-quality education.

According to the collective agreement dated 14 December 2011¹, an adjunct senior lecturer can be employed for an indefinite period, however for a maximum of two years. Such an appointment may be renewed. An adjunct senior lecturer refers to the part-time appointment of an employee whose main employment is outside the higher education sector. As such it is possible to appoint an adjunct for up to 50% of a full-time appointment. The collective agreement states however that normally it should be around 20% of a full-time appointment.

Eligibility and assessment

In accordance with the Lund University Appointment Rules, any person appointed adjunct senior lecturer is to meet the requirements for appointment as senior lecturer.

For appointments as adjunct senior lecturer the assessment criteria may vary depending on the type of expertise required. The assessment criteria are to be clearly stated in the person specification. In the general assessment of skills, skills other than research and teaching expertise may be given special weight.

To be appointed as adjunct senior lecturer, the applicant is required to have completed at least five weeks of training in teaching and learning in higher education, or the equivalent. If special grounds exist, the appointment may still be made. The requirement for five weeks of training in teaching and learning in higher education may be waived if the appointment is for one

¹ Agreement regarding fixed-term employment as an adjunct member of teaching staff. Collective agreement between Swedish Agency for Government Employers and OFR/S, Saco-S, and SEKO, 14 December 2011.

year or less, or if the appointment scope constitutes 20% or less of a full-time position. In these cases, the appointee shall instead complete adapted training in teaching and learning in higher education based on the duties associated with the appointment. In these cases, the appointee's completion of the adapted training in teaching and learning in higher education also represents a condition for extending the appointment.