



LUND UNIVERSITY
Faculty of Science

Guidelines for promotion to senior lecturer at the Faculty of Science at Lund University

An associate senior lecturer or lecturer is, on application, to be promoted to permanent employment as a senior lecturer if he or she is qualified for the position and is assessed to meet the criteria established for promotion. The Higher Education Ordinance (SFS 2010:1064) and LU's appointment rules (decided 19 September 2014, text on light grey background) are applied to promotion to senior lecturer at the Faculty of Science.

Negotiations in accordance with the Employment (Co-Determination in the Workplace) Act took place on 24 September 2013.

These guidelines were approved by the Faculty Board on 20 November 2013.

Revised 4 November 2014.

Assessment criteria

From the Higher Education Ordinance

Career development positions

Section 12a A teacher may be employed for an indefinite period but for no longer than four years in order to enable her or him to develop research autonomy and acquire the qualifications required for eligibility for appointment to another teaching post for which more advanced qualifications are demanded. This appointment may be extended if because of illness, parental leave or other special grounds additional time is needed to attain the purpose of the appointment. The total period of employment may not, however, exceed six years. In other respects the post is subject to the provisions of the Employment Protection Act (1982:80).

Exceptions may be made to the first paragraph above through a collective agreement concluded or approved by a central employees' organisation.

Those qualified for employment pursuant to the first paragraph above are individuals who have been awarded a PhD or have attained equivalent research competence. Preference should be given to those who were awarded a PhD or attained equivalent research competence no more than seven years prior to the expiry of the appointment.

From the Lund University appointment rules

4. General regulations for promotion

Promotion to senior lecturer

A lecturer who is employed on a permanent basis at Lund University may apply for promotion to senior lecturer if he or she has the qualifications required for the post of senior lecturer.

The employee shall demonstrate development in teaching or research/artistic expertise, from a general and long-term perspective.

Promotion from employment as associate senior lecturer to employment as senior lecturer

An associate senior lecturer (as of 1 July 2013) is to be appointed on application to a permanent position as senior lecturer if he or she has the required qualifications and is deemed to be suitable with reference to the qualification requirements and assessment criteria included on the person specification. An associate senior lecturer can only apply for promotion once.

The application for promotion is to be submitted to the relevant faculty 3 years and 6 months into the appointment. A decision on promotion or rejection of the application is to be made within three months of the application. In cases of extension due to special circumstances, the application is to be submitted at the latest after 3 years and 6 months of actual service, taking into account that the period of employment must not exceed 6 years and that the application must be submitted 6 months prior to the end of the appointment.

Qualification requirements and assessment criteria for senior lecturers

Those qualified for appointment as a senior lecturer are

1. except in disciplines in the fine, applied or performing arts, a person who has demonstrated teaching expertise and been awarded a PhD or has the corresponding research competence or some other professional expertise that is of value in view of the subject matter of the post and the duties that it will involve, and
2. in disciplines in the fine, applied or performing arts, a person who has demonstrated teaching expertise and been awarded a doctorate in fine, applied or performing arts, has demonstrated artistic expertise or has some other professional expertise that is of value in view of the subject matter of the post and the duties it will involve.

The assessment criteria for appointment as a senior lecturer shall be the degree of the expertise required as a qualification for employment. As much attention shall be given to the assessment of teaching expertise as to the assessment of other qualifying criteria laid down in the first paragraph above. Each higher education institution determines itself what assessment criteria are otherwise to apply to the appointment of a senior lecturer (see Chapter 4 Section 4 HEO).

To be qualified for employment as a senior lecturer, an individual shall have completed at least five weeks of training in higher education teaching and learning or acquired equivalent knowledge by other means, unless there are valid reasons (see appendix).

For appointments to senior lecturer, the following shall form the assessment criteria:

- A good national and international standing as a researcher or artist. The requirement for international experience shall be assessed with consideration to the character and traditions of the subject.
- Good teaching ability, including a good ability to conduct, develop and lead educational activities on different levels and using a variety of teaching methods.
- An ability to supervise doctoral students to achieve a PhD or students on arts programmes to achieve artistic independence.
- An ability to cooperate with wider society and communicate his or her activities.
- A good general ability to lead and develop activities.

The following assessment criteria are adopted by the Faculty of Science for promotion to permanent employment as a senior lecturer

A professional development plan is to be established in order to make the assessment criteria transparent and possible to attain in view of promotion. The employee and his or her line manager are jointly responsible for establishing and following a professional development plan, including annual reviews.

A. Well documented research expertise is important for the discipline. The following criteria will be applied:

- high national and international standing as a researcher
- high-quality publications in international research journals
- independent research profile
- qualifications corresponding to those of a reader
- participation in scholarly conferences or workshops
- research funding from national or international funding bodies

B. Well documented teaching expertise. The following criteria will be applied:

- good subject knowledge and documented experience of teaching at different levels of higher education
- documented ability to develop and renew courses and teaching methods
- documented ability to lead and organise education
- documented ability to supervise Master's and PhD students
- five weeks' training in teaching and learning in higher education or the equivalent

C. An ability to interact with wider society and provide public information on current research and development.

D. An ability to work as a leader in higher education, including leading research projects and participating in decision-making bodies at university, faculty or department level.

Appendix

Training in teaching and learning in higher education

A part of the requirements for appointment to positions as lecturer, senior lecturer and professor at Lund University is that the applicant has completed at least 5 weeks of training in teaching and learning in higher education and has developed the knowledge, skills and approaches required for professional teaching in higher education, in accordance with the national targets of the Association of Swedish Higher Education (SUHF). In the absence of such training, an assessment will be carried out to ascertain whether the applicant documents equivalent knowledge and skills in the application. If there are valid reasons, for example that the applicant has lacked opportunities to acquire the requisite knowledge in his or her former positions, an appointment can still be made. In such cases, the appointee is to complete the required training within the first two years of employment.

Employed teaching staff with the required qualification of 5 weeks of training in teaching and learning in higher education should be offered the opportunity to undertake further teacher training of at least 5 weeks as part of their duties.

The assessment of equivalence is used if the applicant has not undertaken at least five weeks' formal training in teaching and learning in higher education. A comprehensive assessment is made on the basis of the reported teaching qualifications in which the personal reflection on teaching methodology is of greatest importance. Interviews and sample work may also be part of the assessment.

The assessment is to be based on the recommendations for goals and scope of training in teaching and learning in higher education adopted by the Association of Swedish Higher Education (SUHF).

Overall goal:

- That the applicant shall have developed knowledge, skills and approaches as a basis for working professionally as a lecturer in higher education.

This means that the applicant is to have developed:

- Knowledge of student learning in higher education, drawing upon theory and research relevant to educational sciences or upon relevant artistic development work.
- The ability to plan, teach, examine and evaluate higher education on a scientific or artistic basis within his or her own field of knowledge and to support the learning of individuals and groups.
- A reflective approach to his or her own role as a lecturer and to issues of core values such as scientific/artistic rigour, democracy, gender equality and equal opportunities in higher education.
- Knowledge of public aims and regulations for work within higher education.
- The ability to take advantage of, analyse and communicate his or her own experience and that of others, as well as relevant research findings/artistic development work results as a basis for the development of education and of his or her own profession.
- And presented an independent work dealing with education and teaching within his or her own field of knowledge, related to relevant educational science theory and research.

The assessment is made by the person appointed as expert assessor or by another person commissioned by the academic appointments board concerned.