



4 March 2016

STYR 2016/327

**LUND UNIVERSITY**  
School of Economics and Management

Dean's Office

## **Assessment criteria for promotion as professor at the School of Economics and Management at Lund University**

Promotion to an appointment as professor at the Lund University School of Economics and Management (LUSEM) is governed by the Swedish Higher Education Ordinance (SFS 2010: 1064) and the Lund University Appointment Rules (reg. no STYR 2014/676). Based on these regulations, LUSEM further specifies the assessment criteria that apply to promotion at the faculty. These criteria also meet the requirements placed on an internationally accredited faculty.

The text boxes below specify the assessment criteria that apply at LUSEM, replacing the previous decision (reg. no 2011/151).

The assessment criteria were adopted by the Faculty Board 4 March 2016 and were negotiated in accordance with Section 11 of the Swedish Employment (Co-Determination in the Workplace) Act on 9 February 2016. They apply from 1 July 2016.

### **Assessment criteria**

Qualification requirements and assessment criteria for appointments to professor are regulated in the Higher Education Ordinance, Chapter 4 Section 3:

*To be eligible for employment as professor, a person must have demonstrated both research and teaching expertise.*

*The assessment criteria for appointment as professor shall be the degree of expertise required as a qualification for employment. Equally much attention shall be given to the assessment of teaching expertise as to the assessment of research expertise.*

The above qualifications and assessment criteria are further specified in the Lund University Appointment Rules (reg. no STYR 2014/676). This document states the following:

#### *General regulations for promotion*

A senior lecturer who is employed on a permanent basis at Lund University may apply for promotion to professor if he or she has the qualifications required for employment as professor. To be eligible for employment as professor, a person must have demonstrated both research and teaching expertise. The employee

shall also demonstrate progression in teaching and research expertise, from a general and long-term perspective.

*LU's assessment criteria*

For employment as professor it is required that the applicant has: at least five weeks of training in teaching and learning in higher education, or has acquired equivalent knowledge by other means. Under special circumstances, a person who does not meet the qualification requirements in terms of teaching expertise may still qualify for employment. As much attention shall be given to the assessment of teaching expertise as to the assessment of research expertise.

**Very high level of research expertise**

A very 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 matter.

*LUSEM's assessment criteria*

The applicant must have scientific credentials considerably beyond those that are required for an associate professorship, clearly demonstrated independence as a researcher, and a research agenda of their own. The applicant must demonstrate ongoing active research activities and regular publication at a high international level. The applicant must be established in their field of research at both a national and an international level.

Evidence of independence can be provided by publications not involving the co-authorship of previous supervisors and mentors from the time as a PhD student and post doc, as well as documented contributions in terms of research leadership. Independence is also shown by recurrent success in obtaining research funding as main applicant from national and international research funding bodies.

Research expertise can also be demonstrated through national and international research collaborations that have resulted in publications, through invitations to give lectures at other higher education institutions or at international conferences, and through organisation of symposia at international conferences or organisation of conferences.

If the applicant is regularly consulted as a reviewer by international scientific journals, as an assessor of research applications, or as a member of assessment panels of Swedish or international research councils, this can also be an indication of their established position.

An important criterion is the applicant's potential to significantly contribute to research of very high quality at the faculty in the future.

*LU's assessment criteria*

Exceptionally good research expertise and good teaching expertise are sufficient qualifications for appointment as a professor.

*LUSEM's assessment criteria*

Even when the applicant has demonstrated exceptionally good research expertise, they should also have acquired teaching qualifications that clearly expand beyond their own field of research, with proven experience of different working and teaching methods, as well as proven experience of development work.

### **Very high level of teaching expertise**

#### *LU's assessment criteria*

A very high level of teaching skill, including a very good ability to conduct, develop and lead educational activities on different levels and using a variety of teaching methods.

#### *LUSEM's assessment criteria*

The applicant is to have the capacity to teach in subjects beyond their own field of research, and demonstrate awareness and documented experience of different work and teaching methods at all levels of study. Experience of teaching professionally active people in different forms of professional development training is considered an advantage.

Teaching expertise includes significant experience of teaching and administration of teaching, experience as a course director, and documented experience of developing new courses, study materials and pedagogical procedures.

Applicants are to demonstrate an interest in teaching and continuing professional development in teaching, and have a reflective approach to their own teaching.

An important criterion is the applicant's potential to significantly contribute to teaching of very high quality at the faculty in the future.

#### *LU's assessment criteria*

Exceptionally good teaching skill and good research expertise are sufficient qualifications for appointment as a professor.

#### *LUSEM's assessment criteria*

Even when the applicant has demonstrated exceptionally good teaching skills, they should also have acquired research qualifications that clearly demonstrate autonomy and an individual research specialisation.

### **Good ability to supervise doctoral students**

#### *LU's assessment criteria*

A good ability to supervise doctoral students to achieve a PhD.

#### *LUSEM's assessment criteria*

The applicant should have supervised (as a principal supervisor or assistant supervisor) at least one doctoral student to achieve a PhD. The applicant should be active as supervisor for at least one PhD student at the time of the application.

In addition to the doctoral student supervision, documented activities on a PhD programme, e.g. seminars, organisation and teaching of PhD courses, duties as external reviewer in public defences of doctoral theses, membership of examination committees, or duties as an external examiner are considered an advantage.

### **Good ability to collaborate with wider society**

#### *LU's assessment criteria*

A good ability to cooperate with wider society and communicate his or her activities.

#### *LUSEM's assessment criteria*

The applicant is to demonstrate interest in and commitment to collaborating with wider society through a documented ability to disseminate the results of their research.

This can be done by showing ability to and interest in converting research results into practical applications, contributing to knowledge on which decisions of a public nature are based, demonstrating the ability to communicate with the media, and giving talks and publishing popular science articles.

### **Good ability to lead and develop activities**

#### *LU's assessment criteria*

A good general ability to lead and develop activities.

#### *LUSEM's assessment criteria*

The applicant should have held positions such as a member on a faculty/department board, served as a head of department or director of studies, managed working groups (including research groups), been in charge of a study programme, or performed other similar duties.

Experience organising recurring activities, such as seminars, conferences, hosting postdocs, etc. is also considered an advantage.

*LU's assessment criteria*

Exceptionally good research expertise and good teaching skill are sufficient qualifications for appointment as a professor.

Exceptionally good teaching skill and good research expertise are sufficient qualifications for appointment as a professor.

*LUSEM's assessment criteria*

Even when the applicant has demonstrated exceptionally good teaching skills, they should also have acquired research qualifications that clearly demonstrate autonomy and an individual research specialisation.