

GAP-analysis and development plan

Senior Associate Professor

An appointment as a Senior Associate Professor is a career-development position affording the Senior Associate Professor an opportunity to develop as an academic and become qualified in research, teaching, and a capacity for third-stream activities to satisfy the requirements to qualify for employment as a Full Professor. A Senior Associate Professor may only be appointed for an existing professorship, or a newly established professorship decided upon. Each new Senior Associate Professor at JU shall be a strategic recruitment, with the objective being for the post to transfer to a post as Full Professor. A precondition for the employment of a Senior Associate Professor is long-term planning by the School.

A Senior Associate Professor is employed on an indefinite term contract as an Assistant Professor in combination with an appointment as a Senior Associate Professor, and an expert assessment for promotion to Full Professor shall be conducted after the number of years determined in the development plan at the time of recruitment, though no later than six years from the date of employment. Clauses 5.1 of the 'Regulations for employment of teachers at Jönköping University, Appointment Procedure' as well as JIBS' criteria for full professors apply as minimum qualification requirements for consideration for promotion.* If the Senior Associate Professor has not qualified to become a Full Professor within the set period, the appointment is terminated, and the employee returns to the position as Assistant Professor.

*For more information, see JIBS criteria for full Professor and Regulations for Employment of Teachers at Jönköping University, appointment procedure.

Requirements for employment as a Senior Associate Professor

The minimum requirements for employment as a Senior Associate Professor are outlined in Clauses 5.2 of the document cited above. The position is based on the idea of allowing the candidate to grow into the role of a Full Professor and to acquire the remaining qualifications in the given time span. The expert assessment conducted after the Senior Associate Professorship period is based on JIBS' professorship criteria and reviews whether the candidate has successfully managed to develop into this role. Please note that the JIBS criteria build on JU's criteria, so that both are fulfilled when meeting the JIBS criteria.

*For more information, see JIBS Criteria for Full Professor and Regulations for Appointment of Teachers at Jönköping University

GAP analysis and development plan for the applicant Christian Sandström (CS)

Prior to the appointment of a Senior Associate Professor, it must be ensured that the candidate meets the requirements for Senior Associate Professor (expert assessment is conducted). The recruiting manager then conducts a GAP analysis in dialogue with the Discipline Leader. The GAP analysis should be approved by the Dean of JIBS. The GAP analysis identifies the gaps for becoming a Full Professor, and a development plan with activities and frames is drawn up for merit to a Full Professor at JU and JIBS. The GAP analysis is documented in the plan below.

Profile of a full professor at JIBS

Full professors at JIBS should have a very strong scientific standing, and an excellent pedagogical record. They should be a leading international researcher in their field, and be recognized for their contributions to the research field. Full professors are expected to build a sustainable research environment and make sterling contributions to the strong standing and reputation of JIBS, not only in the scientific community and as teachers, but also in business and society at large. A full professor should show versatility in publications, pedagogical experience, and outreach activities.

Requirements for promotion to full professor at JIBS

A full professor should be established in their field of research, have a strong international research output record, and have made an impact on the knowledge and literature within their research area.

A full professor should have merits that extensively exceed that of a Docent. A full professor should have published the equivalent of at least 3 doctoral theses in addition to their doctoral thesis; in quality as well as in quantity.

A full professor should demonstrate substantial experience in applying for external research funding and in strategically developing and independently managing research projects and programs, also demonstrating a pronounced ability to collaborate on both national and international levels.

For advancement to full professor, pedagogical skills and abilities are equally important as scientific skills and should be clearly defined. Both quantity and quality are judged.

Full professors should have strong pedagogical merits.

Documented internal and external citizenship is essential and necessary for a position as full professor. A full professor shall contribute to the development of the organization and show leadership skills as a research leader. A full professor is expected to be physically present in the organization and actively interact with colleagues and students.

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In order to meet the requirements for employment as a Full Professor, the applicant shall:	GAP	Actions to close gap	When	Responsible
A full professor should have published or have accepted for publication 10 or more peer reviewed articles in category 3, 4 or 4* on the ABS journal list.	The candidate fulfils this requirement with a track record of more than 10 publications in ABS category 3 within the field of appointment, Digital Business. For his future development, the candidate could aim for publications even in ABS 4 and 4* journals.	/	Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS
Additional books and book chapters with well recognized publishers are a merit. High impact reports are a merit.	The candidate fulfills this meritorious criterion, both within and outside of his field of appointment.	/	/	
The majority of the publications should be based on new material/empirical data and/or new theoretical concepts.	The candidate fulfills this requirement.	/	/	
A full professor should have established a research agenda, and have shown regularity in publishing at a high international level.	The candidate only partly fulfills this requirement. While he regularly publishes on high international level, his research agenda around Digital Business is not yet clearly established.	Develop and implement a research agenda in Digital Business well anchored in JIBS focus areas.	Continuously and must be demonstrated by the end of the SAP period. Evaluations will take place regularly through annual development talks. Must	CS

			be fulfilled no later than 2026-07-31	
A full professor should have proven a significant impact in his/her field of research (citations etc.).	The candidate fulfills this requirement.	/	/	
A full professor should have a documented record as a research leader.	The candidate partly fulfills this requirement. The candidate has not yet positioned himself as a research leader around Digital Business at JIBS.	Develop track record as research leader in Digital Business.	Continuously and must be demonstrated by the end of the SAP period. Evaluations will take place regularly through annual development talks. Must be fulfilled no later than 2026-07-31	
A full professor should constructively interact and cooperate with other researchers, and show documented active participation in the research society.	The candidate fulfills this requirement.	/	Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS
For advancement to full professor, pedagogical skills and abilities are equally important as scientific skills and should be clearly defined. Both quantity and quality are judged.	The candidate fulfills all pedagogical requirements for advancement to full professor.	/	Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS
Documented experience and success in attracting external research funding on a continuous basis, both as a	The candidate does not fulfill this requirement.	Actively engage in applications for and securing external funding related to Digital Business regularly and in collaboration with JIBS	Continuously and must be demonstrated by the end of the SAP period. Evaluations will take place	CS

project manager and in teams of junior researchers.		colleagues. Successfully obtain funding jointly with junior colleagues in competition for several projects as PI and lead the implementation of those projects.	regularly through annual development talks. Must be fulfilled no later than 2026-07-31	
Taking an active role in internal administrative and strategic matters, for instance in leadership positions, and by active participation in the academic debate.	The candidate partly fulfills this requirement.	Engaging more actively with the development of JIBS.	Continuously and must be demonstrated by the end of the SAP period. Evaluations will take place regularly through annual development talks. Must be fulfilled no later than 2026-07-31	CS
Strategically developing and leading educational projects and programs	The candidate fulfills this requirement, but could take a more active role, for example in strategically developing the Digital Business program.		Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS
Participation in committees and/or boards on the institutional level	The candidate only partly fulfills this requirement, as he has become JIBS' representative in NUF (5% of the employment), but so far rarely attended their meetings.	Attend and actively participate in NUF meetings and taking on other roles of importance for JIBS and JU	Continuously and must be demonstrated by the end of the SAP period. Evaluations will take place regularly through annual development talks. Must be fulfilled no later than 2026-07-31	CS
Continuous dissemination of research results and visibility in the surrounding society, interacting with the local industry	The candidate fulfills the requirement of visibility in the surrounding society, but mainly through visibility in media outside of his area of appointment.	Interacting with local industry and within Digital Business.	Continuously demonstrated during the SAP period. Evaluations will take place regularly	CS

			through annual development talks.	
Contribution to society at large and being active in the intellectual public debate. A professor should be able to show visibility on social media platforms, or in media.	The candidate fulfills the requirement of visibility in the public debate, though outside of his area of appointment and outside of a research agenda on it.	Contributing to the public debate based on research results and within area of appointment.	Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS
Having published practitioner oriented chapters, books or articles	The candidate fulfills this requirement.	/	/	
<ul style="list-style-type: none"> - Documented co-operation with stakeholders outside academia - Membership of industry related and academic boards and committees - Being a speaker at industry-related events 	The candidate fulfills this requirement, but could develop more collaboration with industry actors around Digital Business issues.	/	Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS
<ul style="list-style-type: none"> - Acting as opponent or participant of international evaluation committees for PhD theses or academic positions - Prizes and awards received - Acting as reviewer for international journals or conferences; 	The candidate fulfills this requirement, but could increase his engagement with relevant academic communities	/	Continuously demonstrated during the SAP period. Evaluations will take place regularly through annual development talks.	CS

<ul style="list-style-type: none"> - Membership in editorial boards or editorship of prestigious academic journals - Designing and organizing scientific (international and national) conferences and workshops, - Being a key-note speaker at international conferences - Leading positions in international scientific associations and active involvement in research councils, funding bodies and other organizations 				
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 Dean's approval

 Date