

ASSESSMENT MATRIX FOR TEACHING SKILLS

Areas of assessment for teaching skills	Passable	Satisfactory	Good	Very good	Excellent
1 Teaching experience					
1. Teaching experience -Quantity of teaching experience -Quality of teaching experience -One's own teaching and evaluation methods	- Little teaching experience - Little experience with different teaching and evaluation methods	- Some teaching experience - Some experience with different teaching and evaluation methods	- Moderate teaching experience - Moderate experience with different teaching and evaluation methods	- Plenty of versatile teaching experience - Plenty of experience with different teaching and evaluation methods	- Very much versatile teaching experience - Very much experience with different teaching and evaluation methods
1.2 Participation in doctoral education - Participation in the instruction of doctoral students - Membership in an advisory committee, preliminary examination of doctoral dissertations, the role of an opponent - The candidate's own research group - National and international cooperation 1.2.1 Supervised theses and dissertations	-Little experience and evidence of cooperation	-Some experience and evidence of cooperation	-Moderate experience and evidence of cooperation	-Plenty of experience and evidence of cooperation	-Very much experience and evidence of cooperation
1.3 Supervised theses (registered unfinished and completed theses, the number of theses, titles, faculty and department/institute to be reported)	-No supervised theses	-Some supervised theses	-A fair number of supervised theses	-A large number of supervised theses	-A very large number of supervised theses

1.3.1 Bachelor's theses, 6 cr 1.3.2 Theses for advanced studies, 20 cr 1.3.3 Master's theses, 30 cr 1.3.4 Licentiate theses					
1.4 Learning methods (learning methods and environments, e.g., online learning environments, stimulating learning environments, digital and virtual learning environments, simulation to be reported)	-Very little evidence of the use of diverse learning methods	-Some evidence of the use of diverse learning methods in individual courses, in supervising and observing postgraduate students	-A fair amount of evidence of the use of diverse learning methods at the home unit level	-A large amount of evidence of the use of diverse learning methods in the home faculty	-A very large amount of evidence of the use of diverse learning methods on the national level
1.5 Feedback 1.5 Student or other possible feedback (e.g., peer evaluation or outside expert) - Feedback on teaching and the use of such feedback in the further development of teaching	-No evidence of utilising feedback in the further development of one's teaching	-Some evidence of utilising feedback in the further development of one's teaching	-A fair amount of evidence of utilising feedback in the further development of one's teaching	-A large amount of evidence of utilising feedback in the further development of one's teaching using university pedagogical knowledge	-A very large variety of evidence of utilising feedback in the further development of one's teaching using university pedagogical knowledge
2 Pedagogical training - Studies in university pedagogy or pedagogical studies required of teachers - Teacher education, degree - Other pedagogical studies and courses, such as a specialist qualification in medical/dental education					

<p>Docents</p> <p>Teaching position - Clinical instructors, university lecturers, professors</p>	<p>-Very little pedagogical studies or training, e.g., individual training sessions or events</p> <p>-Very little pedagogical studies or training, or pedagogical training, e.g., individual training sessions or events</p>	<p>-1 to 3 credit module</p> <p>-At least 5 cr worth of studies in education required of teachers or in university pedagogy (completed or enrolled) OR a specialist qualification in medical/dental education</p>	<p>-At least 5 cr worth of studies in education required of teachers or in university pedagogy OR a specialist qualification in medical/dental education</p> <p>-At least 10 cr worth of studies in education required of teachers or in university pedagogy OR 5 cr worth of studies in education required of teachers or in university pedagogy AND a specialist qualification in medical/dental education OR other similar education qualification</p>	<p>-At least 10 cr worth of studies in education required of teachers or in university pedagogy OR 5 cr worth of studies in education required of teachers or in university pedagogy AND a specialist qualification in medical/dental education</p> <p>-At least 25 cr worth of studies in education required of teachers or in university pedagogy OR 20 cr worth of studies in education required of teachers or in university pedagogy AND a specialist qualification in medical/dental education OR other similar education qualification</p>	<p>-At least 25 cr worth of studies in education required of teachers or in university pedagogy OR 20 cr worth of studies in education required of teachers or in university pedagogy AND a specialist qualification in medical/dental education</p> <p>-At least 60 cr worth of studies in education required of teachers or in university pedagogy OR 55 cr worth of studies in education required of teachers or in university pedagogy AND a specialist qualification in medical/dental education OR other similar education qualification</p>
<p>3. Ability to produce learning material - Quantity of university-level learning material - Quality of university-level learning material - Digital learning materials and environments - National and international material</p>	<p>-Little learning material produced/published</p>	<p>-Some learning material produced/published</p>	<p>-A fair amount of high-quality learning material produced/published</p>	<p>-A large amount of diverse learning material produced/published</p>	<p>-A very large amount of diverse learning material produced/published</p>
<p>4. Other teaching merits - Degree programme directorship, membership in a steering committee</p>	<p>-Little participation and evidence of merits</p>	<p>-Some participation and evidence of merits</p>	<p>-A fair amount of participation and evidence of merits</p>	<p>-A large amount of diverse participation and evidence of merits</p>	<p>-A very large amount of diverse participation and evidence of merits</p>

<ul style="list-style-type: none"> - Participation in drafting documents guiding teaching (e.g., the curricula, student admissions) - Expert duties relating to teaching (e.g., teaching skills committee) - Participation as an appointed representative in workgroups related to the development of teaching (university, national and/or international workgroup) - Teaching development projects - Pedagogical publications (presentations, abstracts, publications) - Awards, grants, etc. (e.g., a grant received for the development of teaching, recognition received related to teaching and other recognition) - Other teaching merits 					
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<p>5 Demonstration of teaching skills</p>					
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- Prior demonstrations of teaching skills					
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