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Assistant/associate professor and professor assessment criteria at the University of Helsinki

The Regulations of the University of Helsinki specify qualification criteria for professors (section 34) and assistant/associate professors (section 37). This decision defines University-level assessment criteria for the position of assistant/associate professor and professor, criteria recommendations for assistant/associate professorship stages, and the procedure in cases where there is a need to extend or shorten an assistant/associate professorship stage.

In the recruitment of assistant/associate professors and as their tenure track progresses, the individuals in question are assessed or reviewed in three areas:

- Research qualifications
- Teaching and supervision qualifications
- Public engagement and interaction within the University community

The assessment will be implemented as an overall assessment and the same criteria shall be utilised both in recruitment and as the assistant/associate professor progresses in his or her tenure track.

Assistant professor, first stage of tenure track

During the first stage, an assistant professor is expected to demonstrate academic potential and ability to develop in an academic career. When recruiting for the first stage of the tenure track, the aim is to recognise future potential.

The following qualifications are taken into account when recruiting for the position of (an) assistant professor:

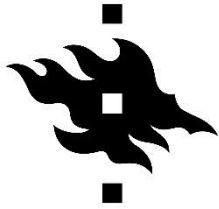
- High-quality research merits and qualifications compared to the amount of academic experience, evidence of an independent research approach as well as of the originality and quality of research
- The quality and number of peer-reviewed publications and/or monographs
- Activity in national and international research groups and/or networks Postgraduate studies, postdoctoral terms and/or working abroad
- Experts in the field consider the candidate to possess future potential
- Demonstrated motivation to develop teaching and possible teaching experience as well as other teaching qualifications
- Activity in academic research communities
- Demonstrated activity in acquiring competitive research funding.

Associate professor, second stage of tenure track

During the second stage, associate professors are expected to have significant scientific merits in addition to future potential. The individual has clear potential for a full professorship.

The following qualifications are taken into account when recruiting associate professors:

- Evidence of continuous, increasingly high-quality scientific research



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- Independently authored peer-reviewed publications in important publication series/publication forums in the field and/or monographs published by significant publishers
- Activity in international research groups and/or networks and working abroad
- Experts in the field consider the candidate a respected scholar

- Demonstrated teaching and supervision experience, evidence of developing teaching and other teaching qualifications
- Activity (incl. leadership experience) in academic research communities
- Evidence of acquiring competitive research funding
- Public engagement and interaction within the University community.

Professor (full)

An individual recruited as a professor is expected to have strong academic merits and qualifications and be recognised as a significant opinion-leader in his or her own discipline.

The following qualifications are taken into account when recruiting full professors:

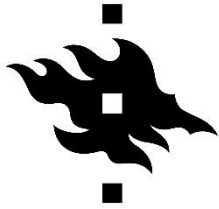
- High-quality scientific qualifications and significant publication merits
- Evidence of experience in the supervision of scientific research
- Evidence of supervision of doctoral dissertations and other supervision experience
- Ability to provide high-quality teaching based on research
- Extensive teaching experience and pedagogical training, teaching skills demonstration assessed at least good (at minimum)
- Ability to produce and develop learning material
- Experience, skills and evidence of acting in the role of an academic leader, strong leadership and interaction skills
- Activity within the scientific community
- Evidence of acquiring significant competitive research funding
- International scientific activities and positions of trust
- Evidence of public engagement.

Review of assistant/associate professorship) stages and criteria set for the stages

When recruiting for the tenure track and before the start of the next assistant/associate professor stage, the supervisor will review the criteria for successful activity together with the assistant/associate professor. At the end of the stage, success in the position will be reviewed as a whole according to the criteria set at the beginning of the stage.

Criteria set for an assistant/associate professor stage are always individual. The assistant/associate professor and his or her supervisor always agree the criteria in writing at the beginning of the stage. At least once a year, the assistant/associate professor and his or her supervisor discuss the progress of the criteria in conjunction with the target and development discussions.

The criteria set for assistant/associate professorships comprise three areas and they include the following targets (on the individual level, more detailed definitions will take into account the faculty's focus areas)



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Research merits (70%)

- The quality and impact of publications and their development during the assessment period (figures related based on targets)
- Consolidation of international experience either through research groups or networks or periods spent abroad, international research cooperation
- Participation in international conferences
- Establishment of a possible research group
- Targets in acquiring research funding or evidence of active search for funding

Merits in teaching and supervision (20%)

- Consolidation of teaching experience and evidence of development of teaching: Amount of teaching
- Participation in pedagogical training: Amount of pedagogical studies
- Quality of student feedback received and development of teaching based on feedback
- Consolidation of supervision experience: Number of supervised completed master's theses and doctoral dissertations and ongoing supervision
- Participation in teacher tutoring or equivalent

Public engagement and interaction within the University community (10%)

- Consolidation of activities in national and international scientific community
- National and international expert assignments and assessment duties and their number
- Social presence, for example, in specialist consultations and media
- Popularisation of science and impact
- Commercialisation of research
- Participation in University administration and leadership.

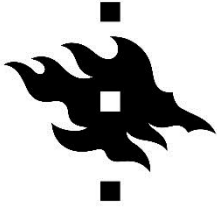
The review related to the achievement of the targets set for the entire assistant/associate professor term will be launched approximately one year before the end of the stage. The review will be implemented by an appointment committee set by the dean. At the dean's proposal, the rector will make the decision on whether the assistant/associate professor moves on to the next stage on the tenure track. In the case of a second stage review (associate professor) or tenure review, the rector will decide based on the proposal by the dean whether tenure procedure for professorship can be launched.

Extending or shortening assistant/associate professor stages in exceptional cases

In some exceptional cases, the stage of an assistant/associate professor can either be extended or shortened. However, the aim is to always treat employees equally.

- **Extension of assistant/associate professor stage**
Extension for an assistant/associate professor stage can be sought for the following reasons:
 - Maternity, paternity, parental or childcare leave
 - Military or non-military service
 - Long-term illness.

The faculty dean, the assistant/associate professor's supervisor and the assistant/associate professor together assess the need to extend the stage. If the



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reason for extension is one of the reasons stated above, the dean may decide to grant an extension to the assistant/associate professor stage. When the reason is parental leave, the dean can decide to extend the stage by a maximum of 18 months per child.

If the reason is something other than those stated above, the dean may propose the extension of the assistant/associate professor stage to the rector.

- **Shortening of assistant/associate professor stage**

In exceptional circumstances, the faculty may propose that assistant/associate professorship stage may be shortened. Exceptional circumstances may include competitive situations with other universities over an employee and/or exceptional success in fulfilling the criteria. However, the duration of the assistant/associate professorship stage is always at minimum three years.

The faculty dean, the assistant/associate professor's supervisor and the assistant/associate professor together assess whether shortening the stage is topical and whether it can be considered that the assessment criteria set for the stage have all been unequivocally achieved. If this conclusion is arrived at, the dean will provide the rector with justification and propose that the stage be shortened.

This decision will enter into force immediately.

Rector

Jari Niemelä

Director of Human Resources

Tiia Tuomi

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