

**Description of the appointment process of a tenure track position
(assistant/associate professor)****Accounting, specifically analytics in accounting**

Location: LUT School of Business and Management

The Rector has approved the description and initiated the appointment process on 22 May 2019.

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Applied statutes

Universities Act (558/2009)
Government decree on universities (770/2009)

Regulations of Lappeenranta-Lahti University of Technology (LUT University) (22 September 2017, amended on 5 June 2018)

Decision on the tenure track system of Lappeenranta-Lahti University of Technology (LUT University) (11 May 2016)

Additional information

Further information on the duties of the professor is provided by Professor Satu Pätäri, tel. +358 40 017 8126, satu.patari@lut.fi. On questions regarding appointment, please turn to HR Director Pirkko Partanen, tel. +358 400 540 798, pirkko.partanen@lut.fi.

1 Background

Clean energy and water, a circular economy, and sustainable business and entrepreneurship are the key questions to which LUT University seeks solutions through expertise in technology and business with a trailblazing spirit. LUT University was established in 1969. Our entrepreneurially thinking international scientific community comprises 5200 undergraduate and postgraduate students and more than 900 employees. There are 80 different nationalities present on our modern campuses in Lappeenranta and Lahti.

Of our 80 million euro budget, about 35 million consists of external funding. In our schools – the LUT School of Energy Systems, the LUT School of Engineering Science and the LUT School of Business and Management – we conduct research and provide education that are internationally recognised and relevant to both society and business.

LUT School of Business and Management

Our mission is to educate research-based problem solvers in the field of business. We do this by creating and sharing business-relevant knowledge for the benefit of students, businesses, the academic community and the society at large.

In our 2020 vision, we are internationally recognised for our impact on sustainable value creation – enabled by new technologies and entrepreneurial spirit.

Our research and education are characterised by an entrepreneurial, global and sustainable mindset. We focus on understanding the factors that lead to sustainable value creation, i.e. approaches that enable the growth, renewal and internationalisation of firms in a way that is economically, ecologically and socially sustainable. We seek better to understand the role of businesses and management in addressing the key problems of humankind. In particular, we focus on changes and growth opportunities that are driven by new and digital technologies and new forms of organising. Our core strength is close collaboration with business life combined with strong theoretical, analytical and methodological expertise.

The LUT School of Business and Management is a strong research unit with 20 professors and roughly 100 researchers.

Vacant professorship

The position specialises in accounting – specifically analytics in accounting. The appointed candidate is expected to have expertise particularly in digital accounting information systems and databases (e.g. on-site ERP and modern cloud-based systems). Practical experience in using ERP systems and databases and teaching their use is considered an advantage. In addition, we expect a strong vision on the development of education in digital accounting. Education related to the position takes place in the Finnish-language Master's Programme in Accounting and the English-language Master's Programme in Strategic Finance.

The position deals with e.g. the following themes:

- digitalisation of business in general and specifically connected to financial management (e.g. office robotics)
- auditing of financial information systems, information systems in auditing, and audit analytics
- business analytics

The person appointed to the position must have research merits in one of the fields above.

The duties include research at a high international level and developing and providing education based on it. The position also entails the acquisition of external research funding in different collaboration networks.

The duties related to the field of research also include the following:

- preparation of national and international projects
- planning and implementation of undergraduate and postgraduate education and supervision of final theses and postgraduate studies
- high-impact international research
- societal influencing and sharing knowledge related to the professorship's field
- general administrative work related to the school's or university's operation.

The position is at the assistant/associate professor level of the tenure track and will be filled based on an open application procedure for a fixed term of four years. The position starts with a six-month trial period.

2 Qualifications

According to the administrative regulations of Lappeenranta-Lahti University of Technology (LUT University), adopted on 22 September 2017 and amended on 5 June 2018, assistant/associate professors and professors are required to have a doctorate, high-level scientific qualifications, experience in heading scientific research, the ability to acquire funding, the ability to provide high-level instruction based on research, the ability to supervise final theses, proof of international cooperation in his/her field of research, and when relevant to the duties of the position, practical experience in the field of the professorship.

Practical experience in the field is not a requirement in this position, but it is considered an advantage.

The applicant must have research and teaching merits, proof of effective research and the acquisition of external research funding, and international experience. In the appointment, attention will be paid to the applicant's merits which are defined in LUT's tenure track system (Annex).

Under the universities decree (770/2009), a person in a teaching and research position at a university is required to master the language, Finnish or Swedish, in which he or she teaches. According to the university regulations, a foreign or Finnish citizen who is not a native of Finland may be appointed to a teaching or research position regardless of the fact that he or she has not demonstrated skills in Finnish and/or Swedish. Applicants for professorships may demonstrate their language skills with a language certificate accepted by the academic council and/or in an interview.

According to the university regulations, assistant/associate professors and professors are required to have the language skills needed for the successful completion of their duties.

In this position, oral and written fluency in English is required. The applicant must also be prepared to acquire Finnish skills sufficient for carrying out the duties within a reasonable amount of time. The required language skill level is defined by the professor's supervisor together with the person appointed to the professorship.

3 Applying for the position

Application

The application must specify the tenure track level applied to. The deadline for applications is indicated in the vacancy announcement. The application and material for expert assessors should primarily be submitted through the online recruitment system mentioned in the vacancy announcement or e-mailed to the university (recruitment@lut.fi).

The application and its appendices must be in English. The application must include:

- A curriculum vitae
- A copy of the applicant's doctoral diploma
- A full list of publications, including the total number of publications in the Scopus database, the total number of citations, the h-index and Scopus ID. In addition, equivalent information from the applicant's Google Scholar profile is required.
- A separate list of the publications submitted for expert evaluation
- Publications for evaluation by experts (max. 10)
- A teaching portfolio or an equivalent account of the applicant's teaching qualifications
- An account of the applicant's merits and activities of significance to the vacancy (max. 3 pages)
- An account in English of the applicant's vision on the development of education, research and projects in the field of the professorship at LUT University (max. 3 pages)

Contact information

Applicants must give the university an e-mail address at which they can be reached. Applicants who do not wish to be contacted by e-mail must give a postal address at which they can be reached during the appointment process. The university prefers e-mail.

4 Expert evaluators

Selection of experts

Before the selection of expert evaluators, the applicants must be provided the possibility to comment on their possible disqualification.

Based on the proposal of the selection committee, the dean invites at least three experts of an international level to submit a statement on the qualification of the applicants. The university's staff members may not be invited as expert evaluators. To the extent possible, the experts should be chosen with the applicants' fields of specialisation in mind and with a view to impartiality.

Sections 27-29 of the Administrative Procedure Act (434/2003) apply to the disqualification of an expert evaluator.

Applications forwarded to expert evaluators

The selection committee may limit the number of applications forwarded to expert evaluators if there are four applicants or more. At least three applications must be forwarded to the experts. The applications may be limited to the most suitable candidates for the position in the view of the person making the decision. The selection committee must present grounds for its decision. The applicants will be informed if any applications are excluded from the evaluation.

Expert statements

The expert evaluators must give their statements in writing within two months. More specific dates will be sent to the evaluators along with instructions. In their statement, the experts must evaluate especially the scientific qualification of the applicant, and if possible, also other merits related to the professorship, and rank the applicants in order of preference.

The experts may also discuss the matter amongst themselves and give a collective statement. Expert evaluators may not take part in the appointment process at a later stage.

The statement must be sent or e-mailed to the university (separate instructions issued) by the deadline.

5 Interview and trial lecture

The applicants whom the experts deem qualified will be invited to an interview. The selection committee may ask the applicants to give a public trial lecture.

6 Appointment

The tenure track committee makes a proposal to the dean concerning the appointment. The dean then makes a proposal to the Rector on filling the position or leaving it vacant. The proposal shall be based on the merits presented by the applicants, expert statements, possible trial lectures and other related matters.

The assessment of the merits of the applicant takes into account scientific publications and other research results with scientific value, pedagogical expertise, teaching experience and other merits related to teaching and a trial lecture if needed, the number of dissertations supervised, and leadership skills. In addition, the applicant's activity in the scientific community, success in raising research funding, scientific work abroad and international positions of trust are considered.

The Rector decides either to appoint an applicant or to leave the position vacant.

The appointment proposal may be made or let lapse even if all of the experts have not submitted their statements, provided that the time limit for the statements has expired, at least three experts have submitted their statements, and the impartial treatment of the applicants is not compromised by doing so.

After the Rector has made the appointment decision, an employment contract is concluded with the appointed person. If no employment contract is concluded, the Rector may, based on the proposal by the dean, make a new decision and appoint another applicant. The Rector may also leave the position vacant. When the employment contract is concluded with the person appointed, the final decision is made known to all applicants.

Tenure track appointment criteria

The positions below require a doctorate in an applicable field, a research field that fits the LUT strategy (see LUT Strategy 2020), a goal-oriented plan for the work in question, teaching experience and an up-to-date teaching portfolio. Table 1 (at the end of this document) can be applied to the evaluation of teaching merits.

In international recruitments, the evaluation must take into account that applicants from outside of Finland and Europe may not have been involved in Finnish or European research projects and have thus not taken into consideration the Finnish Publication Forum classification. Such applicants are evaluated in terms of their success in acquiring competitive funding through their own national channels or through international ones, and in terms of impact factors of scientific journals in their own field. Only in promotion and tenure reviews can the same criteria be applied to them as to Finnish persons.

The following merits of the applicant must be taken into account in the appointment:

Assistant professor:

- Scientific publications in journals with a national Publication Forum rating.
- Contacts with one's own international scientific community.
- Potential to take part in the acquisition of external funding in the research group and apply for post-doctoral researcher posts of the Academy of Finland
- Potential to take part in teaching and the supervision of final theses.

Associate professor:

- Successful publication history after the doctoral defence, target of 3 publications/year with a national Publication Forum rating.
- Proof of participation in international cooperation.
- Successful acquisition of external funding and acting as e.g. a project manager in externally funded projects.
- Applying for post-doctoral researcher posts of the Academy of Finland.
- Participation in the supervision of doctoral students.
- Participation in the commercialisation of research results.
- Participation in teaching, the development of teaching and the supervision of final theses.

Taking teaching merits into account

The average value of criteria in Table 1 is calculated to evaluate teaching merits. The evaluation may include five to seven criteria depending on the decision of the tenure track committee – not necessarily all seven criteria.

Evaluation matrix for teaching merits

	Poor	Fair	Good	Very good	Excellent
1. Teaching experience	Only little and limited teaching experience	Some (1-3 years) teaching experience in a university	Good (at least 4 years) teaching experience in a university or continuing	Extensive (over 7 years) and wide-ranging teaching	Extensive (over 10 years) and wide-ranging teaching experience in a

			professional education	experience in a university or continuing professional education	university or continuing professional education or beyond the university and experience in pedagogical management
<p>2. Development of pedagogical skills / pedagogical training (all aspects mentioned must be evaluated)</p> <p>OR</p> <p>Student or peer feedback on teaching</p>	<p>Only little pedagogical training or only little proof of interest in developing one's teaching skills or only little proof of interest in developing one's teaching skills</p> <p>OR</p> <p>Student feedback collected, no peer feedback</p>	<p>Some pedagogical training (1-4 ECTS credits) or proof of interest in developing one's teaching skills</p> <p>OR</p> <p>Positive student feedback, no peer feedback</p>	<p>Pedagogical studies 5–24 ECTS credits and systematic development of teaching skills begun</p> <p>OR</p> <p>Positive student feedback on several courses over several years. Also peer feedback.</p>	<p>Pedagogical studies 25 ECTS credits and active participation in pedagogical training and other events related to the development of teaching skills and proof of active development of teaching skills</p> <p>OR</p> <p>Excellent student feedback on different courses over a number of years. Positive peer feedback. Pedagogical studies 5–25 ECTS credits</p>	<p>Extensive pedagogical training (over 25 ECTS credits)</p> <p>and proof of active and goal-oriented development of teaching skills and proof of willingness and the ability to share teaching-related knowledge collaboratively and to support colleagues in the development of teaching skills</p> <p>and Excellent student feedback on different courses over a number of years.</p> <p>Excellent peer feedback</p>
<p>3. Development and updating of teaching, also curriculum work (Documented)</p>	<p>Only little interest in changing or developing one's teaching and only little interest in degree programme development</p>	<p>Some demonstrated interest in learning new teaching methods and/or assessment methods and demonstrated interest in degree programme development</p>	<p>The choice of teaching and assessment methods is based on learning outcomes and participation in degree programme development is consistent with the job description</p>	<p>Learning outcomes, teaching methods and evaluation methods are evaluated and developed systematically and participation in degree programme development is active, constructive and consistent with the job description</p>	<p>In addition to the previous:</p> <p>demonstrated willingness and ability to support other members of the working community in the development of teaching or documented or published results of the development of one's own teaching or</p>

					demonstrated significant ability to take responsibility for degree programme development
4. Production of teaching materials <i>Definition: teaching material is material which is produced to support learning in addition to possible lecture slides</i>	Only little demonstrated interest in producing teaching materials and the production and use of materials consists of conventional use of material available	Some demonstrated interest in producing teaching and study materials	Explicit demonstrated interest in producing teaching and study materials and the teaching materials and their use support learning and the achievement of learning outcomes	Pedagogically sound material produced for study guidance and to support studying and learning and teaching materials are assessed and developed continuously	Pedagogically sound material produced for study guidance and to support studying and learning and teaching materials are assessed and developed continuously and the teaching materials are also used elsewhere (e.g. published as a textbook)
5. Supervision of final theses	Little experience in the supervision of final theses	Some experience in the supervision and examination of final theses	Some experience in the supervision of final theses, incl. the supervision and examination of dissertations	Extensive experience in the supervision and examination of final theses	Extensive experience in the supervision and examination of final theses and experience as a preliminary examiner or opponent
6. Study guidance, supporting and guiding the progress of studies	Little or no demonstrated interest in study guidance	Some demonstrated interest in study guidance	Proof of careful and responsible study guidance as a part of one's own teaching or demonstrated interest in the development of guidance	Proof of active efforts in study guidance beyond one's own teaching duties, e.g. work as a tutor teacher, career guidance	In addition to the previous: proof of the ability to support other members of the working community in study guidance and its development or documentation and publications on one's own study guidance activities, their results and development
7. Quality of teaching <i>Average score of course feedback (on a scale of 1-5)</i>	Course feedback not collected, or its score is below 2	The average score of course feedback is 2.0 or higher	The average score of course feedback is 3.0 or higher	The average score of course feedback is 3.5 or higher	The average score of course feedback is 4.0 or higher or an honourable mention or award for good teaching