

Description of the appointment process of a tenure track position (assistant/associate/full professor)

Communication sciences

Location: School of Engineering Sciences, Department of Social Sciences, Lappeenranta campus

The rector has approved the description and initiated the appointment process on 23 February 2023.

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Applied statutes

Universities Act (558/2009)

Government decree on universities (770/2009)

Regulations of LUT University (8 December 2022)

Decision on the tenure track system of LUT University (11 May 2016)

Additional information

Further information on the duties of the professor is provided by Matti Kojo, head of the department and associate professor, tel. +358 50 30 23 920, matti.kojo@lut.fi

1 Background

Clean energy, water and air are life-giving resources for which we at LUT University seek new solutions with our expertise in technology, business and social sciences. We help society and businesses in their sustainable renewal.

LUT University was established in 1969. Our entrepreneurially thinking scientific and international community comprises approximately 6600 students and 1250 experts engaged in scientific research and academic education. There are 98 nationalities present on our modern campuses in Lappeenranta and Lahti.

In our schools – the LUT School of Energy Systems, the LUT School of Engineering Sciences and the LUT School of Business – we conduct research and provide education that are internationally recognised and relevant to both society and business.

In 2022, LUT University received the right to provide education leading to the degrees of B.Sc., M.Sc. and D.Sc. in social sciences and communication sciences. The university will fill professorships through open calls to establish research and education at its new social sciences department within the School of Engineering Sciences. The department will eventually detach and form an independent school of its own at the university. Approximately 50 scientists at LUT University's current schools already work at the interface of social sciences and technology or business. Our target is to establish degree programmes in social and communication sciences with 1000 students and 100 staff members by 2030. The City of Lappeenranta and our other partners strongly support us on this path.

LUT School of Engineering Sciences (LENS)

Our mission is to train problem-solvers in the fields of engineering and contribute to a wider understanding of our world through research in technology. Our research and education are characterised by an entrepreneurial, global and sustainable mindset. The LUT School of Engineering Sciences serves industry and society with its international expertise in separation, process technologies, computer vision and pattern recognition, industrial mathematics and physics, industrial engineering and management, and software engineering. Our strength lies in our close collaboration with companies combined with strong theoretical and methodological expertise.

Our unit pursues a sustainable future in a world where climate change, diminishing natural resources, the availability of clean water, the use of materials, and environmental issues pose significant challenges. By specialising in our strengths, we create sustainable technologies and business for the future.

The Department of Social Sciences was founded in 2022 under LENS. The department understands society and human activities in relation to global sustainability problems. It engages people and communities at the very start of problem-solving to bring about changes more quickly. The core areas of work at the department are sustainable citizenship, people and technology, and societal renewal. The researchers at this department come from different disciplines and often work in inter-disciplinary teams. In February 2023, the department consisted of ten researchers, and the number is quickly increasing. The longer-term goal is to establish a School of Social Sciences.

2 Vacant professorship

The professorship in communication sciences is located at the Department of Social Sciences of the School of Engineering Sciences (LENS) at LUT University. The position is based in Lappeenranta, Finland. The expertise areas of the department are presented on our web page:

<https://www.lut.fi/en/about-lut/faculties/lut-school-engineering-science/yhteiskuntatieteet>

We are looking for dedicated professionals in the fields of organisational and/or strategic communication with a special emphasis on the role of communication in sustainability (e.g., sustainability/CSR communication, environmental communication, responsible organisational communication practices).

The professor is expected to demonstrate a high level of academic competence and have ambition for ground-breaking academic research in the field of communication sciences. This requires capability to obtain research funding, establish and supervise a research group and cooperate with industry partners.

The duties of the professor also include basic and advanced education in key areas of communication sciences; the exact educational responsibilities will be agreed on with the head of the degree programme in communication sciences. Bachelor's level education will be arranged mainly in Finnish and master's level education in English, both including thesis supervision. Professors are expected to supervise doctoral dissertations.

Proof of and potential in high-impact international publishing are expected, as high-impact international research is one of the most important duties of professors at LUT University.

We provide an inspiring community of scholars focusing on a sustainable future. We work in close collaboration with the scholars at LUT's two other schools and with our international partner institutions.

Skills for collaborating both within LUT and with national and especially international partners are crucial to the position, and the candidate is expected to provide evidence of successful international collaboration. Preparations for national and especially international research and education projects are part of the work of professors at LUT University.

The duties of the professor also include societal engagement that serves industry, the economy and our society, and general administrative work related to the university's operation.

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

- high-impact international research
- planning and implementation of undergraduate and postgraduate education
- supervision of final theses and postgraduate studies
- acquisition of research funding
- cost-conscious leadership and project management
- preparation of national and international research and education projects
- increasing awareness in a way that serves industries
- close collaboration and interaction with businesses in the field
- taking part in the preparation of projects in other LUT units as an expert
- general administrative work related to the university's operation.

The position is at the assistant/associate/full professor levels of the tenure track and will be filled through an open call for a fixed term of four years (assistant/associate professor) or permanently (full professor). The tenure track system offers researchers a possibility to advance to the next level, provided they meet the requirements in the promotion reviews.

More information on the LUT tenure track system:

<https://www.lut.fi/en/research/research-career-lut/tenure-track>

The position starts with a six-month trial period.

3 Qualifications

According to the administrative regulations of LUT University, adopted on 8 December 2022, an assistant/associate/full professor is 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.

The applicant must have research and teaching merits, proof of effective research and the acquisition of external research funding, and international experience. The appointed applicant will be the immediate supervisor of a research group and may need to perform other demanding management duties assigned by the university. Therefore, related skills will be taken into consideration in the appointment and attention will be paid to the applicant's merits as 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, section 28, 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, section 28, assistant/associate/full professors are required to have the language skills needed for the successful completion of their duties.

In this position, spoken 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.

4 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).

All application documents must be in English and in PDF format. The application must include:

- a curriculum vitae (max. 10 pages)
- a copy of the applicant's doctoral diploma
- a full list of publications including the applicant's Scopus and Google Scholar details: the Scopus ID and Google Scholar profile URL, the total number of publications, and the total number of citations and h-indices
- a separate list of the 10 publications selected for expert evaluation
- the 10 publications mentioned above
- 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 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.

5 Expert evaluators

Selection of experts

The experts must be impartial. 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 internationally recognised experts 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 state the 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 five weeks. 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.

Expert evaluators may not take part in the appointment process at a later stage.

The statement must be submitted to the university (separate instructions issued) by the deadline.

6 Interview and trial lecture

Applicants deemed qualified for the position by the experts will be invited to an interview. The selection committee may ask the applicants to give a public trial lecture.

7 Appointment

The selection committee makes an appointment proposal to the tenure track committee and further to the dean. 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 evaluation of the applicant's qualifications takes into account scientific publications and other research results with scientific value, pedagogical expertise, teaching experience, teaching-related merits, a trial lecture if needed, the number of supervised dissertations, and management 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 2030), a goal-oriented plan for the work in question, teaching experience and an up-to-date teaching portfolio. The Table 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 beyond Finland and Europe may not have been involved in Finnish or European research projects and may not have 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 are the same criteria be applied to them as to Finnish persons.

The following qualifications are to be considered in the recruitment of researchers for different levels. LUT University's tenure track appointment criteria have been prepared from the viewpoint of technology and business. Experts should compare the candidate's qualifications to typical ones of professors in the field of communication sciences.

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.

Full professor:

- Proof of the successful performance of duties
1. Scientific research
 - publications: target of three publications a year with a national Publication Forum rating; emphasis on recent years' publications
 - supervised dissertations: approx. one doctorate a year
 - other scientific publications, such as books and chapters
 - citations
 - important keynote/plenary presentations and scientific awards
 - editorial work in scientific journals
 2. Academic teaching experience
 - high-quality education proven in different ways, e.g. feedback received

- up-to-date teaching portfolio
- development of teaching modules
- supervision of final theses
- 3. Academic leadership
 - establishing and heading a research group
 - other leadership experience and feedback received
- 4. Acquisition of external funding
 - EU, ERC, Academy of Finland, and Business Finland
- 5. Work in the scientific community
 - international scientific societies and expert advisory duties
 - duties influencing the scientific community
- 6. Societal impact
 - visibility in societal dialogue
 - corporate funding and external funding not referred to in point 5 above
 - professional experience beyond universities
 - innovations, patents, collaboration with companies (e.g. board memberships)
 - activity in the university's stakeholder groups