

Tenure track appointment and promotion criteria

All the positions below require a doctorate in an applicable field, a research field that fits the LUT strategy, a goal-oriented plan for the position in question, teaching experience and an up-to-date account of teaching merits (teaching portfolio).

LUT has joined the international CoARA Agreement on Reforming Research Assessment (<https://coara.eu/agreement/the-agreement-full-text>), which emphasises qualitative assessment in recruitments and promotions to specialist positions. This is highlighted especially in the assessment of peer-reviewed scientific publications. We require high-level publications. The quality of publications is evaluated based on their content, such as novelty and impact. High-level publications have also passed a high-level peer review, where only the best manuscripts are accepted for publication.

In the tenure track criteria below, we apply the classification of the Finnish Publication Forum (JUFO) as a guiding indicator of high-level publications (ratings 2 and 3), but applicants always select their best publications for a qualitative evaluation by experts. The applicant's work will be evaluated in light of LUT's high ethical standards for research.

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. Such applicants are evaluated in terms of their success in acquiring competitive funding through their own national channels or through international ones. Different career paths are also taken into consideration especially when practical experience is required. Only in promotion and tenure reviews can the same criteria be applied to international and Finnish persons.

Personal goals taking into account the discipline in question must be set for each person appointed to a tenure track position. Therefore, the criteria below should be employed where applicable, and no guidelines are given as to their weighting.

Appointment criteria in the recruitment stage (first term)

The following qualifications are considered in the recruitment of researchers for different levels:

Assistant professor:

- peer-reviewed scientific publications
- contacts with the international scientific community in the field
- the ability to take part in applying for external funding in the research group and for fellowships of the Research Council of Finland
- the ability to participate in teaching and final thesis supervision

Associate professor:

- successful publication history after the doctoral defence, target of three high-level publications a year
- proof on international cooperation
- successful acquisition of external funding and acting as, e.g., a project manager in externally funded projects
- applying for Research Council of Finland research fellow positions
- 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 high-level publications a year; emphasis on publications from recent years
 - supervised dissertations: target of approximately 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 teaching proven in different ways, such as feedback received
 - up-to-date teaching portfolio
 - development of teaching modules
 - supervision of final theses
- 3. Academic leadership
 - establishing and heading a research group
 - leadership experience and evidence of leadership and interpersonal skills
 - other leadership experience and feedback received
- 4. Acquisition of external funding
 - EU, ERC, Research Council of Finland, and Business Finland
- 5. Work in the scientific community
 - international scientific societies and expert advisory duties
 - duties with an impact on the scientific community
- 6. Societal impact
 - presence in societal dialogue
 - corporate funding and external funding not referred to in point 4 above
 - professional experience beyond universities
 - innovations, patents, collaboration with companies (e.g., board memberships)
 - activity in the university's stakeholder groups

Promotion criteria

Promotion of an assistant professor from level 1 to level 2

- successful publication activity aiming for three annual publications, most of which have a Publication Forum rating 2 or 3
- evidence of independent, wide-ranging scientific work, such as publications outside the field of the dissertation and/or without the dissertation supervisor
- 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 Research Council of Finland research fellow positions
- participation in the supervision of doctoral students
- proven teaching merits
- Proof of participation in international cooperation, such as international networking, work and visits abroad related to the research field, organisation of conferences, international positions of trust
- Proof of leadership and interpersonal skills, suitability for the work, including feedback and assessments on supervisory work, teamwork experience, communication skills, employee onboarding and performance reviews, performance of supervisor duties, operating as a member of the work community

Promotion from assistant professor level 2 to associate professor

- Research Council of Finland research fellow positions and ERC Starting Grants are a special advantage
- three annual publications with a Publication Forum rating during the past four-year term as assistant professor – most of them international and with a rating 2 or 3
- hundreds of citations and an h-index of approximately 5–15
- evidence of independent, wide-ranging scientific work, such as publications outside the field of one's own dissertation and/or without the dissertation supervisor
- participation in teaching and feedback on it
- being the teacher responsible for at least one course
- supervising two doctoral students during the past four-year term as assistant professor (secondary supervisor)
- field-specific external funding at a good level (comparable to the unit's associate professors)
- at least six months of work abroad related to the research field (including postgraduate studies or work for a business enterprise or research institute)
- societal impact, such as participation in corporate collaboration, visible contributions to societal dialogue and decision-making, and activity in the science community (scientific positions of trust)
- International cooperation, such as international networking, work and visits abroad related to the research field, organisation of conferences, international positions of trust
- Proof of leadership and interpersonal skills, suitability for the work, including feedback and assessments on supervisory work, teamwork experience, communication skills, employee onboarding and performance reviews, performance of supervisor duties, operating as a member of the work community

Promotion from associate to full professor

- Research Council of Finland research fellow positions and ERC funding obtained during the associate professor term are especially important for the promotion
- three annual publications with a Publication Forum rating as an associate professor – most of them international and with a rating 2 or 3
- hundreds of citations and an h-index of approximately 10–20
- establishing one's own research group and strong evidence of independent, wide-ranging scientific work
- participation in teaching and feedback received
- being the teacher responsible for at least two courses
- supervising two doctoral students during the past four-year term as associate professor (secondary supervisor)
- external field-specific funding at a very good level (comparable to that of full professors in the school)
- at least six months of work abroad related to the research field (including business enterprises and research institutes)
- strong societal impact, such as participation in corporate collaboration, visible contributions to societal dialogue and decision-making, and activity in the science community (scientific positions of trust)
- International cooperation, such as international networking, work and visits abroad related to the research field, organisation of conferences, international positions of trust
- Proof of leadership and interpersonal skills, suitability for the work, including feedback and assessments on supervisory work, teamwork experience, communication skills, employee onboarding and performance reviews, performance of supervisor duties, operating as a member of the work community

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