

Tenure track recruitment and advancement criteria

Recruitment criteria (first term)

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 work in question, teaching experience, and an up-to-date teaching portfolio.

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.

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

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

Assistant professor:

- Scientific publications in journals with a Publication Forum rating
- Contacts with the international scientific community in question
- Potential to take part in the acquisition of external funding in the research group and applying 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 public examination of the dissertation; target of three publications a 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 efforts to commercialise 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

Targets and criteria for advancement on the tenure track

Advancement of an assistant professor in a fixed-term (4+4 years) employment relationship:

- The target for successful publication activity is three publications a year with a national Publication Forum rating, most with a rating of 2 or 3
- Proof of independent scientific impact, e.g. publications on a different field than the dissertation and/or without the supervisor of the dissertation
- Proof of participation in international cooperation
- Success in acquiring 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
- Demonstrated teaching merits

Promotion from an assistant professor to an associate professor:

- Post-doctoral researcher and research fellow posts of the Academy of Finland and ERC Starting Grants are considered especially important in the promotion review
- Three publications a year with a Publication Forum rating during the past assistant professor term, the majority with a rating of 2-3 and international joint publications
- Publications cited hundreds of times and an h-index of roughly 5-15
- Proof of the person's own scientific independence and extend, e.g. publications from an area other than the person's dissertation and/or without the supervisor of the dissertation
- Participation in teaching and feedback received
- Being in charge of at least one course
- Two doctoral students supervised in the past four-year term as an assistant professor (secondary supervisor)
- External field-specific funding at a very good level for an assistant professor (comparable to that of associate professors at the school)
- At least six months working abroad (including work during postgraduate studies); may also include work in a business enterprise or research institute
- Social impact, e.g. participation in company collaboration, visibility and involvement in societal dialogue and decision-making, and activity in the scientific community (scientific positions of trust)

Promotion from associate professor to full professor:

- Post-doctoral researcher and research fellow posts of the Academy of Finland and ERC funding secured as an assistant or associate professor are considered especially important in the promotion review

- Three publications with a Publication Forum rating a year during the associate professor term, the majority with a rating of 2-3 and international joint publications
- Publications cited hundreds of times and an h-index of roughly 10-20
- Establishing one's own research group or team and proof of the person's own scientific independence and extend, e.g. publications from an area other than the person's dissertation and/or without the supervisor of the dissertation
- Participation in teaching and feedback received
- Being in charge of at least two courses
- Two doctoral students supervised in the past four-year term as an associate professor (main supervisor)
- External field-specific funding at a very good level for an associate professor (comparable to a full professor's share of the total external funding of the school)
- At least six months work abroad at some stage of the tenure track (incl. business enterprises or research institutes)
- Strong societal impact, e.g. participation in company collaboration, visibility and involvement in societal dialogue and decision-making, and the activity in the scientific community (scientific positions of trust)