



## UMEÅ UNIVERSITET

# Criteria for promotion to professor at the Faculty of Arts and Humanities

### ***Assessment of applications for advertised professorships versus assessment of applicants for promotion.***

When professorships are advertised, the applicant is assessed in relation to the criteria set in the appointment's procedure for teachers at Umeå University. Research expertise is assessed based on the following criteria:

- Breadth and depth of research – quality and scope
- Originality of research
- Productivity
- Contributions to the international research community
- Assignments, posts, and appointments in the research community
- Ability to obtain external research funding in competition
- Ability to collaborate and engage with the wider community

Teaching expertise is assessed based on teaching knowledge, skills and approach within higher education. This expertise can be obtained through higher education teacher training, other education of relevance for teaching within higher education and/or documented proven experience of teaching within higher education.

When a professorship is advertised, the applicants are assessed not only according to the general criteria stated above, but also in relation to other applicants. Anyone applying for permission to be considered for promotion to professor must therefore have qualifications that significantly exceed the minimum requirements set for an advertised professorship. This document lists the requirements that must be met for employees at the Faculty of Arts and Humanities to be granted permission to be considered for promotion to professor.

### ***Criteria for recommendation to be considered for promotion to professor***

The Faculty's future needs form the basis for assessment of whether an associate professor may be promoted to professor. Professorships, like other appointments, must normally be advertised. Sometimes, however, this is not possible even if there is a need in the Faculty.

The subjects and educational and research environments at the Faculty of Arts and Humanities are very different and the duties of a professor may vary. A strong research domain may have a need for several professors with different specialisations.

Of great importance in matters of promotion is therefore the head of department's account of the department's need for one or more professors in the subject and specialisation in question. The talent management and staff development strategy at the department, and arguments that advertising the appointment are not necessary, will also be of great importance. The applicant must also report a plan for their future activities as professor. If any of the criteria are not met, there must be good reasons for this, and it must in this case be offset by other criteria being met exceedingly well, or by other relevant qualifications.

### ***Research expertise***

The applicant's research expertise is primarily assessed based on the applicant's own research production and other relevant research qualifications. For promotion to professor at the Faculty of



## UMEÅ UNIVERSITET

Arts and Humanities, the applicant must have demonstrated that they can formulate and analyse important research problems and have produced research findings that demonstrate a certain degree of general validity. The research production must have a scope that demonstrates a great deal of independent research experience and a progression in research efforts. It is important that the applicant can demonstrate a high degree of research activity over the past eight years. The research efforts must be original in nature and have a sufficiently large disciplinary breadth that the applicant can represent the research subject that the professorship concerns.

The applicant must have achieved a high degree of national and international recognition. Recognition is primarily demonstrated through international publication in peer-reviewed publication channels, but also through different research collaborations. Collaboration refers to professional networks of various types, such as research collaborations with researchers at other higher education institutes, or participation in international research organisations. Recognition can also be demonstrated through invitations to present as a keynote speaker at larger conferences or through various assignments in the scientific community as, e.g., external expert, reviewer of articles or external reviewer at doctoral thesis defences, final reviews or mid-way reviews.

Another important duty of a professor is the ability to lead and plan research activities. The ability to lead research activities can be demonstrated in the management of research projects and through successful supervision. The planning and leading of research projects is demonstrated by having obtained research funding in competition.

Communication and dissemination of research demonstrates utilisation of the applicant's own activities. This can take place through direct collaboration with the business community and societal organisations, by providing expertise in various contexts, authoring popular science works, or participation in the public debate in general.

To be promoted to professor at the Faculty of Art and Humanities, the applicant must have the following qualifications concerning research expertise:

- A clear plan for future research activities which will be made possible through the requested promotion to professor.
- Extensive, current, and original research production with international impact.
  - International publication in peer-reviewed publication channels.
  - A considerable extent of research production that is not declining.
- Documented ability to lead and plan research activities.
  - For example, have initiated own research activities and obtained research funding in national or international competition from research councils or foundations over the last eight-year period, either as a principal applicant or as a co-applicant with a significant level of participation.
  - Supervision of doctoral students (as principal supervisor or assistant supervisor) through to the defence of their doctoral thesis.
- Documented recognition and extensive activity within the research community.
  - For example, as an external reviewer, reviewer of the defence of doctoral theses, final review seminars or mid-way review seminars, invitation to present as keynote speaker at larger conferences, reviewer for international journals, participation in editorial committees, etc.
  - For example, collaboration with other researchers in the form of participation in research projects and/or co-authored publications.
- Documented ability to communicate and disseminate research findings in the outside community.



## UMEÅ UNIVERSITET

- Documented participation in the public debate, popular science publications with a relatively large impact and/or provision of expertise in various societal sectors.

### *Educational expertise*

To be considered for promotion to professor at the Faculty of Arts and Humanities, the applicant must have conducted high-quality teaching at all levels (first-, second- and third-cycle levels). This also applies to doctoral supervision and participation in and design of doctoral studies courses and seminars in third-cycle higher education. The applicant must also have completed doctoral supervisor training.

Educational expertise includes a carefully considered pedagogical outlook, a critically reflective approach to their own teaching, knowledge of the learning process, and a research approach that puts the students' learning in focus.

Educational leadership includes an ability to lead and organise that promotes participation and cooperation at all levels, as well as an ability to clearly disseminate information. The applicant's ability for educational renewal and development is assessed based on their documented ability to consciously and systematically develop pedagogical skills and activities. A striving for continuous improvement through pedagogical self-reflection must clearly emerge, as well as the ability to develop educational materials that stimulate and improve learning.

To be promoted to professor at the Faculty of Art and Humanities, the applicant must have the following qualifications concerning educational expertise:

- Ability to develop education.
  - A carefully considered pedagogical outlook, which the applicant can also demonstrate is evident in their educational activities.
  - Have conducted a significant amount of teaching at all levels and contributed to the development of courses at the second- and third-cycle levels.
  - Have documented higher education teacher training.
- Ability and experience supervising doctoral students.
  - Supervision of doctoral students (as principal supervisor or assistant supervisor) through to the defence of their doctoral thesis.
  - Have completed doctoral supervisor training.

### *Administrative qualifications*

The applicant must have been involved in management or held academic positions of trust that are relevant to a university's activities.

To be promoted to professor at the Faculty of Art and Humanities, the applicant must have the following qualifications concerning administrative experience:

- Experience in management assignments at a unit/department/university or similar and/or served as a member of boards, committees or working groups, or held assignments in other areas relevant to the university's activities. This experience must be significant in terms of both content and scope.