APPOINTMENT REGULATIONS FOR TEACHING STAFF AT THE SCHOOL OF BUSINESS, ECONOMICS AND LAW, UNIVERSITY OF GOTHENBURG

Published https://medarbetarportalen.gu.se/handels-internt/styrdokument/

Decision maker Faculty Board at the School of Business, Economics and Law

Administrative Officer Faculty Office

Date of decision 19 April 2018

Period of validity 19 April 2018 until further notice

Summary Appointment Regulations for Teaching Staff at the School of Business, Economics and Law, University of Gothenburg contains local provisions established to complement the University’s central appointment regulations for teaching staff.

This is a translated version of the Swedish original. In case of differences between the Swedish original and the English translation, the Swedish version shall prevail.
Appointment Regulations for Teaching Staff at the School of Business, Economics and Law, University of Gothenburg

These regulations, including Appendix 1, were approved by the Faculty Board of the School of Business, Economics and Law (the School) on 25 February 2016 and revised on 19 April 2018 (V 2018/224).

In accordance with Ch. 2 Sec. 2 of the Swedish Higher Education Ordinance (SFS 2010:1064), the Board of the University of Gothenburg established an appointment procedure for teaching staff on 21 February 2018 (Appointments Procedure for Teachers at the University of Gothenburg, V 2018/161) to complement the regulations laid down in the Swedish Higher Education Ordinance with local provisions. The appointment procedure provides that the Faculty Boards should supplement the regulations therein with additional instructions. Such instructions must not, however, contain regulations that imply that the rules in the appointment procedure are restricted or circumvented.

Other policy documents of relevance in this context are the University’s Rules of Procedure (V 2017/802) and applicable strategic plans for the University of Gothenburg and the School.

According to the School’s strategy document, recruitments comprise the primary instrument to facilitate our long-term development and, thus, sufficient resources must be allocated to ensure effective recruitment work. The ultimate responsibility for the practical recruitment work lies with the respective Departments, whereas the overall responsibility for strategic and quality-related issues lies with the School. The work of the Academic Appointments Board is of significant importance in this context.

The purpose of the provisions in the present document is to ensure high-quality recruitment and promotion processes at the School of Business, Economics and Law and by so doing enable the School to fill all advertised vacancies with highly qualified teaching staff. The instructions are meant to inform the assessment of research, teaching and other expertise in connection with the recruitment and promotion of teaching staff. They target anybody who is involved in such activities.

The instructions established at Faculty level can be supplemented and further specified at Department level in order to adapt them to specific conditions and needs in the different disciplinary domains. Such Department-specific instructions must not, however, contain regulations that imply that the School’s regulations are restricted or circumvented. The Department-specific instructions adopted by the School’s Departments are available via the School’s website.

The Academic Appointments Board

In accordance with the University’s Rules of Procedure, the School’s Faculty Board has appointed an Academic Appointments Board tasked to prepare decisions regarding the recruitment of teaching staff. The Academic Appointments Board shall consist of 11 members, and the gender distribution of these individuals must be in line with the provisions laid down in the University’s Rules of Procedure unless there are acceptable reasons to the contrary.¹ The Faculty Board is to appoint the chair of the board and eight members, of whom one shall be appointed vice chair. All board members must be full professors at the School. The School’s student union and council of PhD students appoint one member and a personal substitute each.

At the request of the Faculty Board, the Academic Appointments Board is to ensure a high quality of the Faculty’s recruitment and promotion processes before final decisions are made by a Head of Department, the Dean, the chair of the board or the Vice-Chancellor.

¹ There shall, as far as possible, be a gender balance within all boards, committees, and other bodies within the University. Representation of one or the other gender may not fall below 40 % of board/committee members unless there are special reasons for doing so.
CONTENTS

Instructions for the recruitment and promotion of teaching staff at the School of Business, Economics and Law, University of Gothenburg 4

The recruitment process 4
1. Qualification requirements and assessment criteria for the appointment of teaching staff 6
   1.1 Full professor 6
   1.2 Senior lecturer 9
   1.3. Associate senior lecturer 11
   1.4. Adjunct professor 14
   1.5. Visiting professor 14
   1.6. Lecturer 14
   1.7. Postdoctor 16
   1.8. Adjunct lecturer and adjunct senior lecturer 17
   1.9. Visiting lecturer 18

The promotion process 19
2. Eligibility requirements for the promotion of teaching staff at the School of Business, Economics and Law, University of Gothenburg 20
   2.1. Senior lecturer to full professor 20
   2.2. Lecturer to senior lecturer 22
   2.3. Associate senior lecturer to senior lecturer 24

Appeals 25

Appendix 1. Appointment as associate professor (Swedish: docent; UK: reader) at the School of Business, Economics and Law 26
Instructions for the recruitment and promotion of teaching staff at the School of Business, Economics and Law, University of Gothenburg

The School sees it as necessary to specify and adapt the University’s central regulations for the recruitment and appointment of teaching staff to its specific conditions. All factors that must be taken into consideration when decisions are made during the recruitment process shall be assessed in relation to the needs associated with the School’s operations.

At the School, teachers are appointed as full professor, adjunct professor, visiting professor, senior lecturer, adjunct senior lecturer, associate senior lecturer, visiting lecturer, lecturer, adjunct lecturer and postdoctor. Lecturer shall be appointed sparingly, however, and only in response to strong operational needs.

Aspects of equal value and equal opportunity shall always be considered when new staff are recruited and continuous efforts must be made to ensure a good gender balance.

The recruitment process

Establishment of a post
Appointments of teaching staff shall be initiated by the respective Head of Department. In a next step, it is the responsibility of the respective Department council to prepare the matter. Each possible new post shall be evaluated in relation to the organisation’s long-term needs for competence in accordance with the strategic aims for research and education established at Faculty and Department level.

In addition to decisions to establish a post as full professor, the Head of Department decides on the establishment of a teaching post and on the initiation of a recruitment process following preparation by the Department council.

Decisions to establish a post as full professor are made by the Faculty Board following preparation by the respective Department council and the Academic Appointments Board.

Vacancy announcement
Vacant teaching positions must be advertised in a way that ensures competition among applicants, in accordance with Section 6 of Swedish Employment Ordinance (1994:373). Vacancy announcements shall be published in Swedish and under normal conditions also in English. They must be published in the most effective way possible to ensure that the most competent applicants are encouraged to apply. Moreover, they must be advertised both nationally and internationally, unless special reasons exist and are presented in writing.

In order to find suitable applicants, each Department is to undertake active recruitment efforts with a view to, based on applicable operational needs, continuously identify potential candidates. This work can be conducted within the framework of special recruitment committees/equivalent.

Before a vacancy as associate senior lecturer is advertised, it must be determined which assessment criteria will used in the evaluation of applications for promotion to senior lecturer. Said assessment criteria must be stated in the respective vacancy announcement.
The decision to publish a vacancy announcement is made by the Head of Department. For all teaching posts, except lecturer, visiting lecturer, adjunct lecturer and postdoctor, the decision to publish a vacancy announcement must be prepared by the Academic Appointments Board.

**Expert reviewers**

Recruitments for permanent posts that require research expertise shall normally be subject to an expert assessment procedure. Expert reviews shall normally also be carried out in connection with appointments of associate senior lecturers.

The expert reviewers are to evaluate the applicants’ research and teaching expertise along with other qualifications specified for the post in question. In case of internal applicants, the expert reviewers shall be instructed to rank the applicants. Expert review is not required if it is obviously unnecessary considering the circumstances of the specific case.

The expert reviews are of crucial importance in the evaluation of applicants’ qualifications. Thus, the expert reviewers’ competence, accuracy and autonomy are critical to the quality and legitimacy of the recruitment process.

The respective Head of Department is to nominate expert reviewers and present them to the Academic Appointments Board. In so doing, the Head of Department shall only nominate expert reviewers who are willing to complete the assignment and for whom no conflict of interest exists. The formal appointment of expert reviewers is made by the chair of the Academic Appointments Board following approval by the Academic Appointments Board.

At least two external expert reviewers must be appointed in connection with recruitments of senior lecturers and associate senior lecturers at the School. The expert reviewers must be at least associate professors or equivalent.

At least three external expert reviewers must be appointed in connection with recruitments of full professors at the School. The expert reviewers must be full professors or equivalent.

The principle of gender balance must be considered when two or more expert reviewers are appointed.

In order for the expert reviewers to complete their task in a satisfactory manner, they must be provided clear information about the specific assignment at hand. Instructions for expert reviewers are available in a separate document available via the School’s website.

**Appointment decisions**

Senior lecturers and associate senior lecturers are appointed following preparation by the Academic Appointments Board and a final decision by the respective Head of Department. Full professors, visiting professors and adjunct professors are appointed following preparation by the Academic Appointments Board and a final decision by the Vice-Chancellor of the University of Gothenburg.
1. Qualification requirements and assessment criteria for the appointment of teaching staff

The University of Gothenburg’s appointment procedure
The following is an excerpt from the University’s appointment procedure:

In general, the University’s teachers must keep abreast of developments within their own subject areas and developments in the wider community that are significant for their teaching roles at the University. It is also important for all teachers with permanent positions – together with other teachers employed on an indefinite-term basis for more than two years – to have taken courses in teaching and learning in higher education or otherwise have acquired equivalent knowledge no later than within one year from the date of their initial appointment. Such teaching and learning in higher education qualifications will be assessed under separate arrangements in accordance with a decision of the Vice-Chancellor. However, this period may be extended to two years for part-time positions or if there are other special grounds.

1.1 Full professor

The Higher Education Ordinance
The Swedish Higher Education Ordinance (Ch.4, Sec.3) provides that:

A person who has demonstrated both research and teaching expertise shall be qualified for employment as a professor except in disciplines in the fine, applied or performing arts./…/ The assessment criteria for appointment as a professor shall be the degree of the expertise required as a qualification for employment. As much attention shall be given to the assessment of teaching expertise as to the assessment of research or artistic expertise. Each higher education institution determines itself what assessment criteria are otherwise to apply to the appointment of a professor. Ordinance (2010:1064).

The University’s appointment procedure
The University of Gothenburg’s appointment procedure provides that:

Full professors (professor) constitute the main teaching post. Full professors, together with senior lecturers, constitute the backbone of the tenure structure and also function in the role as the primary guarantee of high-quality education and research. Within the framework of all of the various duties that a university teacher’s post may involve, the work of the full professor is largely contingent on the competence that accompanies the post but also the changeable assignments faced by the University over time.

The scope of a post as a full professor must be at least half-time.

A person who has demonstrated both research and teaching expertise shall be qualified for employment as a full professor except in disciplines in the fine, applied or performing arts. A person who has demonstrated both artistic and teaching expertise shall be qualified for employment as a full professor in disciplines in the fine, applied or performing arts.

The School’s instructions
The following requirements shall apply for appointment as full professor at the School of Business, Economics and Law, University of Gothenburg.

The research and teaching expertise shall be adequate in relation to the disciplinary content and description of the advertised position.
Eligibility

Required research expertise

- Demonstrated research expertise that significantly exceeds the proficiency required for appointment as associate professor. The research expertise shall primarily have been demonstrated via published research of high quality, which implies for example that the research is innovative and indicates a great command of relevant methodology and theories. The research results must be adequately published, primarily in peer-reviewed journals of relevance in the respective field or by publishers recognised for their publishing of high-quality works.

The assessment of research expertise encompasses both an evaluation of submitted scholarly articles of relevance for the position and an estimation of the applicant’s potential for further research contributions within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.

The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.

In addition to the scholarly works submitted with the application, the factors that shall be considered in the assessment of the applicant’s research expertise include the following:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Documented contributions to, and assignments within, the academic community, for example as expert in connection with staff appointments, leader of a large research project or member of research councils, expert panels, grading committees or inquiries, or in the form of referee or editorial assignments.
- Demonstrated ability to acquire external research funding in competition with others.
- Demonstrated ability to interact and constructively collaborate with other researchers.
- Demonstrated influence on the surrounding society through own research. Examples of this include publication of non-academic articles and participation in inquiries and public seminars.

Required teaching expertise

- Formal training in university teaching and student supervision, or equivalent competence.2
- Documented extensive experience of teaching of high quality at all levels, in particular in the second and third cycles.
- Considerable experience as a supervisor of third-cycle students.

---

2 All teachers employed on an indefinite-term basis – together with other teachers with a fixed-term position of more than two years – are to have taken courses in teaching and learning in higher education or otherwise have acquired equivalent knowledge no later than within one year from the date of their initial appointment. Such teaching and learning in higher education qualifications will be assessed under separate arrangements in accordance with a decision of the Vice-Chancellor. However, this period may be extended to two years for part-time positions or if there are other special grounds.
The assessment of teaching expertise encompasses both an evaluation of teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further teaching assignments within the field of the position. Both disciplinary breadth and depth shall be considered in the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.

In addition to the training in university teaching and the teaching experience referred to by the applicant, the factors that shall be considered in the assessment of the applicant’s teaching expertise include the following, listed in no particular order:

- Pedagogical awareness, which can be demonstrated via a written pedagogical self-reflection.
- Documented pedagogical development work.
- Experience of different educational environments and types of education.
- Teaching in multiple languages.
- Experience of course and study programme management.
- Production of teaching aids.

Relative assessment of applicants

In addition to the required level of research and teaching expertise, appointments of full professors shall be based on the following assessment criteria.

Managerial and administrative skills.
The assessment of managerial and administrative skills encompasses both an evaluation of the qualifications referred to by the applicant and an estimation of the applicant’s potential for further work within the field of the position.

- Particular weight is assigned to well implemented managerial tasks within academia. This includes organisational and staff management and organisation of research projects and research groups. Leadership experience from outside academia as well as international assignments shall also be considered beneficial.

Ability to collaborate with the surrounding society.
The assessment of the applicant’s ability to collaborate with the surrounding society through outreach activities encompasses both an evaluation of the qualifications referred to by the applicant and an estimation of the applicant’s potential for further work within the field of the position.

The factors that shall be considered in the assessment of the applicant’s qualifications include the following, listed in no particular order.

- Documented relevant contacts with the non-academic community.
- Documented cooperation projects with external actors.
- Assignments related to contract education and contract research.
- Participation in the public debate.

General suitability.
The assessment of the candidate’s general suitability consists of an evaluation of whether the individual displays the personal characteristics required to successfully carry out the appointment as full professor, cooperate with other staff members and contribute to positive development at work; this assessment shall be undertaken in relation to the specific description of the post in question.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.
1.2. **Senior lecturer**

*The Higher Education Ordinance*

The Swedish Higher Education Ordinance (Ch.4, Sec.4) provides that:

Those qualified for appointment as a senior lecturer are except in disciplines in the fine, applied or performing arts, a person who has demonstrated teaching expertise and been awarded a PhD or has the corresponding research competence or some other professional expertise that is of value in view of the subject matter of the post and the duties that it will involve.../

The assessment criteria for appointment as a senior lecturer shall be the degree of the expertise required as a qualification for employment. As much attention shall be given to the assessment of teaching expertise as to the assessment of other qualifying criteria laid down in the first paragraph above. Each higher education institution determines itself what assessment criteria are otherwise to apply to the appointment of a senior lecturer. Ordinance (2010:1064).

*The University’s appointment procedure*

The University of Gothenburg’s appointment procedure provides that:

As the most common teaching post at the University, senior lecturers (universitetslektor) span a broad spectrum of a university teacher’s various duties. As such, this post constitutes a qualitative basis for education and research.

A person who has demonstrated teaching expertise, been awarded a Degree of Doctor or has the corresponding research competence or some other expertise that is of value in view of the subject matter of the post and the duties that it will involve shall be qualified for appointment as a senior lecturer, except in disciplines in the fine, applied or performing arts.

*The School’s instructions*

The following requirements shall apply for appointment as senior lecturer at the School.

The research and teaching expertise shall be adequate in relation to the disciplinary content and description of the advertised position.

*Eligibility*

**Required research expertise**

- The most fundamental eligibility requirement is that the applicant must hold a PhD or equivalent competence. For the ‘equivalent competence’ requirement to be fulfilled, research expertise must have been demonstrated through research of high quality published in articles, book chapters and/or monographs. The research results must be adequately published, primarily in peer-reviewed journals of relevance in the respective field or by publishers recognised for their publishing of high-quality works.

The assessment of research expertise encompasses both an evaluation of submitted scholarly articles of relevance for the position and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.
The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.

The following factors are some of those that shall be considered in the overall assessment of the applicant’s research expertise:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Documented contributions to, and assignments within, the academic community, for example as expert adviser in connection with staff appointments, leader of a large research project or member of research councils, expert panels, grading committees or inquiries, or in the form of referee or editorial assignments.
- Demonstrated ability to interact and constructively collaborate with other researchers.
- Demonstrated ability to acquire external research funding in competition with others.
- Demonstrated influence on the surrounding society through own research. Examples of this include publication of non-academic articles and participation in inquiries and public seminars.

**Required teaching expertise**

- Formal training in university teaching, or equivalent competence.
- Documented extensive experience of teaching of high quality in the first cycle.

The assessment of teaching expertise encompasses both an evaluation of teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further teaching assignments within the field of the position. Both disciplinary breadth and depth shall be considered in the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.

In addition to the training in university teaching and the teaching experience referred to by the applicant, the assessment of the applicant’s teaching expertise shall include the following factors, listed in no particular order:

- Pedagogical awareness, which can be demonstrated via a written pedagogical self-reflection.
- Documented pedagogical development work.
- Experience of different educational environments and types of education.
- Teaching in multiple languages.
- Experience of course and study programme management.
- Production of teaching aids.

---

3 All teachers employed on an indefinite-term basis – together with other teachers with a fixed-term position of more than two years – are to have taken courses in teaching and learning in higher education or otherwise have acquired equivalent knowledge no later than within one year from the date of their initial appointment. Such teaching and learning in higher education qualifications will be assessed under separate arrangements in accordance with a decision of the Vice-Chancellor. However, this period may be extended to two years for part-time positions or if there are other special grounds.
Relative assessment of applicants

In addition to the required level of research and teaching expertise, appointments of senior lecturers shall be based on the following assessment criteria.

Managerial and administrative skills.
The assessment of managerial and administrative skills encompasses both an evaluation of the qualifications referred to by the applicant and an estimation of the applicant’s potential for further work within the field of the position.

- Particular weight is assigned to well implemented managerial assignments within academia. This includes organisational and staff management and the organisation of research projects and research groups. Leadership experience from outside academia as well as international assignments shall also be considered beneficial.

Ability to collaborate with the surrounding society.
The assessment of the applicant’s ability to collaborate with the surrounding society throughout outreach activities encompasses both an evaluation of the qualifications referred to by the applicant and an estimation of the applicant’s potential for further work within the field of the position. The following factors, listed in no particular order, are some of those that shall be considered in the assessment of the applicant’s qualifications.

- Documented relevant contacts with the non-academic community.
- Documented cooperation projects with external actors.
- Assignments related to contract education and contract research.
- Participation in the public debate.

General suitability.
The assessment of the candidate’s general suitability consists of an evaluation of whether the person displays the personal characteristics required to successfully carry out the appointment as senior lecturer, cooperate with other staff members and contribute to positive development at work; this assessment shall be undertaken in relation to the specific description of the post in question.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.

1.3. Associate senior lecturer

The Higher Education Ordinance

The Swedish Higher Education Ordinance (Ch.4, Sec.12a and 12b) provides that (own translation of the Swedish original):

An associate senior lecturer may be employed for an indefinite period but for no longer than 4–6 years as decided by the higher education institution prior to the appointment. The purpose of a post as associate senior lecturer is to enable the person to develop research autonomy and acquire the qualifications required for appointment as senior lecturer.

An appointment pursuant to the paragraph above may be extended by up to 2 years if because of illness, parental leave or other special grounds additional time is needed to attain the purpose of the appointment.

Appointments made in accordance with the first and second paragraphs above are subject to the provisions of the Swedish Employment Protection Act (1982:80).

Exceptions from the first and second paragraphs may be made if the deviation in
question is in line with a relevant collective agreement established or approved by a central Swedish trade union. Ordinance (2017:844).

If a teacher has been employed pursuant to Section 12a on a fixed-term appointment at a higher education institution, no agreement may be reached on a fixed-term appointment as laid down in Section 5 of the Swedish Employment Protection Act (1982:80) between the higher education institution and the teacher within six months of the date on which the employment pursuant to 12a came to an end.

Exceptions may be made to the first paragraph through a collective agreement concluded or approved by a central trade union. Ordinance (2012:523).

Those qualified for employment as associate senior lecturer are individuals who have been awarded a PhD or have attained equivalent research competence. Preference should be given to those who were awarded a PhD or attained equivalent research competence no more than 5 years prior to the expiry of the application period. However, those who were awarded a PhD or attained equivalent research competence longer ago may also be considered if special grounds, such as illness, parental leave and similar circumstances, exist.

The University’s appointment procedure
The University of Gothenburg’s appointment procedure provides that:

An associate senior lecturer (biträdande universitetslektor) may be employed for an indefinite period, though for no longer than a period of at least four and at most six years, which is to be decided prior to the appointment. The purpose of the appointment is to enable the teacher to develop research autonomy and acquire both the research and teaching qualifications required to meet the requirements for appointment to a post as senior lecturer.

Prior to advertising a vacant post for an associate senior lecturer, a decision must be made about the assessment criteria to be used when assessing an application for promotion to senior lecturer. The assessment criteria for promotion to senior lecturer shall be indicated by the vacancy announcement for the associate senior lecturer.

Transitional provisions: The earlier provisions contained in the Appointments Procedure for Teachers at the University of Gothenburg (Dnr V 2016/383) apply to any appointments procedure for the appointment of an associate senior lecturer and postdoctoral research fellow that commenced before 2 April 2018.

A person who has been awarded a Degree of Doctor or has the corresponding research competence shall be qualified for employment as an associate senior lecturer. Preference should be given to those who were awarded a Degree of Doctor or attained equivalent competence no more than five years prior to the expiry of the application period for the appointment as associate senior lecturer. However, those who have been awarded a Degree of Doctor or attained equivalent competence previously may also be considered if there are special grounds. ‘Special grounds’ means leave of absence because of illness, parental leave or other similar circumstances.

The School’s instructions
The following requirements shall apply for appointment as associate senior lecturer at the School.

The research and teaching expertise shall be adequate in relation to the disciplinary content and description of the advertised position.

Eligibility
Required research expertise
- The most fundamental eligibility requirement is that the applicant must hold a PhD or equivalent competence. In assessments of equivalent competence, the research expertise
shall have been demonstrated in the form of prior or ongoing research activities of very high quality.

The assessment of research expertise encompasses both an evaluation of submitted scholarly articles of relevance for the position and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.

The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.

In addition to the scholarly works submitted with the application, the factors that shall be considered in the assessment of the applicant’s research expertise include the following:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Demonstrated ability to interact and constructively collaborate with other researchers.

*Required teaching expertise*

- Documented extensive experience of teaching of high quality in the first cycle.

The assessment of teaching expertise encompasses both an evaluation of teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further teaching assignments within the field of the position. Both disciplinary breadth and depth shall be considered in the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.

*Relative assessment of applicants*

In addition to the required level of research and teaching expertise, appointments of associate senior lecturers shall be based on the following assessment criteria.

*Managerial and administrative skills*

The assessment of managerial and administrative skills encompasses both an evaluation of the qualifications referred to by the applicant and an estimation of the applicant’s potential for further work within the field of the position.

*Ability to collaborate with the surrounding society*

The assessment of the applicant’s ability to collaborate with the surrounding society through outreach activities encompasses both an evaluation of the qualifications referred to by the applicant and an estimation of the applicant’s potential for further work within the field of the position.

*General suitability*

The assessment of the candidate’s general suitability consists of an evaluation of whether the individual displays the personal characteristics required to successfully carry out the appointment as associate senior lecturer, cooperate with other staff members and contribute to positive development at work; this assessment shall be undertaken in relation to the specific description of the post in question.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.
1.4. **Adjunct professor**

*The Higher Education Ordinance*

The Swedish Higher Education Ordinance (Ch.4, Sec.11) provides that:

An adjunct professor shall be employed for an indefinite period but for no longer than until a specified date. Such an appointment may be extended. The total period of employment may not, however, exceed twelve years. In other respects the post is subject to the provisions of the Employment Protection Act (1982:80). Ordinance (2010:1064).

*The University’s appointment procedure*

The University of Gothenburg’s appointment procedure provides that:

The aim of appointing an adjunct professor (adjungerad professor) is to link important competence to the University of Gothenburg while there is a mutual exchange of knowledge between the University and mainstream society. The main professional activity of those holding the post of adjunct professor will be based outside the higher education sector.

A post as an adjunct professor is normally within 20–40% of full time. However, this scope shall always be less than 50% of a full-time post.

A person who has demonstrated both research and teaching expertise shall be qualified for appointment as an adjunct professor. A person who has demonstrated both artistic and teaching expertise shall be qualified for employment as an adjunct professor in disciplines in the fine, applied or performing arts. When assessing research or artistic expertise, importance should first be attached to expertise within the sub-speciality upon which the post focuses.

1.5. **Visiting professor**

*The Higher Education Ordinance*

The Swedish Higher Education Ordinance (Ch.4, Sec.12) provides that:

A visiting professor shall be employed for an indefinite period but for no longer than until a specified date. Such an appointment may be extended. The total period of employment may not, however, exceed five years. In other respects the post is subject to the provisions of the Employment Protection Act (1982:80). Ordinance (2010:1064).

*The University’s appointment procedure*

The University of Gothenburg’s appointment procedure provides that:

The purpose of appointing a visiting professor (gästprofessor) is that the University, by having a temporary link to a closer contact with a person from, in the first instance, another higher education institution, creates scope for new momentum for teaching and/or research or artistic activities. The visiting professor may not have a career link to the University of Gothenburg and their professional activity should normally be based at another Swedish or foreign university or another sector of society of importance to the University.

A person who has demonstrated both research and teaching expertise shall be qualified for appointment as a visiting professor. A person who has demonstrated both artistic and teaching expertise shall be qualified for employment as a visiting professor in disciplines in the fine, applied or performing arts.
**The School’s instructions**
The following requirements shall apply for appointment as visiting professor at the School.

**Required research expertise**
- Demonstrated research expertise that significantly exceeds the proficiency required for appointment as associate professor. The research expertise shall primarily have been demonstrated via published research of high quality, which implies for example that the research is innovative and indicates a great command of relevant methodology and theories. The research results must be adequately published, primarily in peer-reviewed journals of relevance in the respective field or by publishers recognised for their publishing of high-quality works.

The assessment of research expertise encompasses both an evaluation of submitted scholarly articles of relevance for the position and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality. The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.

In addition to the scholarly works submitted with the application, the factors that shall be considered in the assessment of the applicant’s research expertise include the following:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Documented contributions to, and assignments within, the academic community, for example as expert in connection with staff appointments, leader of a large research project or member of research councils, expert panels, grading committees or inquiries, or in the form of referee or editorial assignments.
- Demonstrated ability to acquire external research funding in competition with others.
- Demonstrated ability to interact and constructively collaborate with other researchers.
- Demonstrated influence on the surrounding society through own research. Examples of this include publication of non-academic articles and participation in inquiries and public seminars.

**Required teaching expertise**
- Formal training in university teaching and student supervision, or equivalent competence.\(^4\)
- Documented extensive experience of teaching of high quality at all levels, in particular in the second and third cycles.
- Considerable experience as a supervisor of third-cycle students.

The assessment of teaching expertise encompasses both an evaluation of the teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further pedagogical work within the field of the position. Both disciplinary breadth and depth shall be considered in

\(^4\) All teachers employed on an indefinite-term (permanent) basis – together with other teachers with a fixed-term (temporary) position of more than two years – are to have taken courses in teaching and learning in higher education or otherwise have acquired equivalent knowledge no later than within one year from the date of their initial appointment. Such teaching and learning in higher education qualifications will be assessed under separate arrangements in accordance with a decision of the Vice-Chancellor. However, this period may be extended to two years for part-time positions or if there are other special grounds.
the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.

In addition to the training in university teaching and the teaching experience referred to by the applicant, the factors that shall be considered in the assessment of the applicant’s teaching expertise include the following, listed in no particular order:

- Pedagogical awareness, which can be demonstrated via a written pedagogical self-reflection.
- Documented pedagogical development work.
- Experience of different educational environments and types of education.
- Teaching in multiple languages.
- Experience of course and study programme management.
- Production of teaching aids.

1.6. Lecturer

The University’s appointment procedure

The University of Gothenburg’s appointment procedure provides that:

The post of lecturer (universitetsadjunkt) is primarily intended to satisfy teaching needs where a Degree of Doctor is not necessarily a requirement.

A person who has demonstrated teaching expertise, completed at least a second-cycle higher education course or study programme or has the corresponding competence or some other expertise that is of value in view of the subject matter of the post and the duties it will involve is qualified for appointment as a lecturer.

Lecturers shall be appointed sparingly at the School, and only in response to strong operational needs explained in detail in the Academic Appointments Board.

1.7. Postdoctor

The University’s appointment procedure

The University of Gothenburg’s appointment procedure provides that:

The post of postdoctor (postdoktor) aims in the first instance to give new doctoral students an opportunity to consolidate and further develop their research skills. The duties that the post of postdoctor involves shall mainly focus on own research but could also include teaching provided this does not exceed a fifth of the working hours.

Decisions concerning the appointment of postdocs are made pursuant to the collective agreement Avtal om tidsbegränsad anställning som postdoktor [Contracts for fixed-term appointments of postdocs]. A postdoctor shall be employed on an indefinite-term basis, though for no more than two years. Such an appointment may be extended if there are special grounds to do so.

‘Special grounds’ means leave of absence because of illness, parental leave, clinical duties, elected positions in trade unions or other similar circumstances.

In light of the aims of the contract and because the purpose of this post is to create reasonable scope for research qualifications, such posts are normally on a full-time basis for a period of two years, unless there are special grounds.

A precondition for applying this contract is that the employee was not previously employed as a postdoctor according to the contract for more than one year within the same or a closely-related subject area at the University of Gothenburg.
A person who has been awarded a Degree of Doctor, a doctorate in the fine, applied and performing arts or has a foreign degree that has been assessed to correspond to the Degree of Doctor is qualified for appointment as a postdoctor. Preference should be given to those who were awarded a Degree of Doctor no more than three years prior to the expiry of the application period. Those who have been awarded a Degree of Doctor previously should also be considered in the first instance if there are special grounds. ‘Special grounds’ means leave of absence because of illness, leave of absence for service in the defence forces, elected positions in a trade union or student organisation or parental leave or other similar circumstances.

1.8. Adjunct lecturer and adjunct senior lecturer

The University’s appointment procedure

The University of Gothenburg’s appointment procedure provides that:

By appointing an adjunct senior lecturer (adjungerad universitetslektor) or adjunct lecturer (adjungerad universitetsadjunkt), important competence is linked to the University of Gothenburg while there is a mutual exchange of knowledge between the University and mainstream society. The main activities of persons with a post as adjunct senior lecturer or adjunct lecturer should be outside the higher education sector.

The post of adjunct senior lecturer or adjunct lecturer is normally 20-40% of full time. However, this scope shall always be less than 50% of a full-time post. Decisions concerning the appointment of adjunct senior lecturers and adjunct lecturers are made pursuant to the collective agreement Avtal om tidsbegränsad anställning som adjungerad lärare [Contracts for fixed-term appointments of adjunct teachers]. Courses in teaching and learning in higher education/professional development during the first two years represent a requirement for continued adjunction.

A person who has demonstrated teaching expertise, been awarded at least a Degree of Doctor or has corresponding competence or some other expertise that is of value in view of the subject matter of the post and the duties it will involve is qualified for appointment as an adjunct senior lecturer.

A person who has demonstrated teaching expertise, completed at least a second-cycle higher education course or study programme or has some other expertise that is of value in view of the subject matter of the post and the duties it will involve is qualified for appointment as an adjunct lecturer.
1.9. Visiting lecturer

The University’s appointment procedure
The University of Gothenburg’s appointment procedure provides that:

The purpose of appointing a visiting lecturer (gästlärare) is that the University, by temporarily establishing a closer link with a person from, in the first instance, another higher education institution, creates scope for new momentum for teaching and/or research or artistic activities. The visiting lecturer may not have a career link to the University of Gothenburg and their professional activity should normally be based at another Swedish or foreign university or another sector of society of importance to the University.

A person who has demonstrated teaching expertise, completed at least a second-cycle higher education course or study programme or has the corresponding competence or some other expertise that is of value in view of the subject matter of the post and the duties it will involve is qualified for appointment as a visiting lecturer.
The promotion process

*The University’s appointment procedure*

The University of Gothenburg’s appointment procedure provides that:

A senior lecturer or lecturer employed on an indefinite-term basis shall, following an application from the teacher or on the initiative of the employer, be afforded an opportunity, within the framework of their post, to be assessed for promotion to a higher post. Such a promotion – which does not involve a new appointment – should be regarded as a competence assessment and entail no change as such to the duties that the post involves. Applications for promotion must be submitted in the same subject within which the applicant is employed.

The assessment will be conducted with equal care and accuracy and considering the same qualification and assessment criteria as for an appointment following a vacancy announcement. When assessing suitability for a promotion to a full professor, particular consideration should be taken of the level of progression and the proactive nature of the research in addition to other suitability criteria.

An associate senior lecturer shall, following application, be promoted to senior lecturer if they are qualified for appointment as a senior lecturer and are, upon assessment, considered suitable for such a post in accordance with the assessment criteria that the University has specified in the vacancy announcement. Such a promotion means an indefinite-term appointment as a senior lecturer. Applications for promotion must be submitted in the same subject within which the applicant is employed.

An expert assessment should normally be obtained from two external experts, unless there are particular grounds not to do so.

The School sees it as necessary to specify and adapt the University’s central regulations to its specific conditions.

The following instructions shall be applied in connection with evaluations of research, teaching and other expertise for the promotion of teaching staff. The instructions established at Faculty level can be supplemented and further specified at Department level in order to adapt them to specific conditions and needs in the different disciplinary domains. Such Department-specific instructions must not, however, contain regulations that imply that the School’s regulations are restricted or circumvented.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.

**Expert reviewers**

An expert review procedure shall be implemented for promotions to senior lecturer and full professor at the School.

The expert reviewers are to evaluate the applicants’ research and teaching expertise as well as other qualifications in relation to the eligibility requirements specified for the post in question. Expert assessment is not required if it is obviously unnecessary considering the circumstances of the specific case.

The expert assessments are of crucial importance in the evaluation of applicants’ qualifications. Thus, the expert reviewers’ competence, accuracy and autonomy are critical to the quality and legitimacy of the promotion process.
The respective Head of Department is to nominate expert reviewers and present them to the Academic Appointments Board. In so doing, the Head of Department shall only nominate expert reviewers who are willing complete the assignment and for whom no conflict of interest exists. The formal appointment of expert reviewers is made by the chair of the Academic Appointments Board following approval by the Board.

At least two external expert reviewers must be appointed in connection with the promotion of a person to senior lecturer. The expert reviewers must be at least associate professors or equivalent.

At least three external expert reviewers must be appointed in connection with the promotion of a person to full professor. The expert reviewers must be full professors or equivalent. Expert assessment must be implemented even if the applicant has been evaluated for promotion to full professor at a different higher education institution previously.

The principle of gender balance must be considered when two or more expert reviewers are appointed.

In order for the expert reviewers to complete their task in a satisfactory manner, they must be provided clear information about the specific assignment at hand. Instructions for expert reviewers are available in a separate document available via the School’s website.

Promotion decision
A person can be appointed to senior lecturer following preparation by the Academic Appointments Board and a final decision by the respective Head of Department. A person can be promoted to full professor following preparation by the Academic Appointments Board and a final decision by the Vice-Chancellor of the University of Gothenburg.

2. Eligibility requirements for the promotion of teaching staff at the School of Business, Economics and Law, University of Gothenburg

2.1. Senior lecturer to full professor

The University’s appointment procedure
The University of Gothenburg’s appointment procedure provides that:

- A senior lecturer employed on an indefinite-term basis shall be promoted to full professor if they are qualified for such an appointment and also, upon assessment, are considered suitable in accordance with the assessment criteria that the University has laid down for the post of full professor.

- The completion of supervisor training and a course in teaching and learning in higher education determined by the Vice-Chancellor is required for promotion.

The School’s instructions
The following requirements shall apply for promotion to full professor at the School.

Unless there are special reasons, requests for promotion shall not be considered until at least 6 months following the first day of a candidate’s permanent employment contract.
**Required research expertise**

- Demonstrated research expertise that significantly exceeds the proficiency required for appointment as associate professor. The research expertise shall primarily have been demonstrated via published research of high quality, which implies for example that the research is innovative and indicates a great command of relevant methodology and theories. The research results must be adequately published, primarily in peer-reviewed journals of relevance in the respective field or by publishers recognised for their publishing of high-quality works.

The assessment of research expertise encompasses both an evaluation of submitted scholarly articles of relevance for the position and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.

The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date. Particular attention should be given to the degree of progression and ambition demonstrated in the applicant’s research.

In addition to the scholarly works submitted with the application, the factors that shall be considered in the assessment of the applicant’s research expertise include the following:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Documented contributions to, and assignments within, the academic community, for example as expert in connection with staff appointments, leader of a large research project or member of research councils, expert panels, grading committees or inquiries, or in the form of referee or editorial assignments.
- Demonstrated ability to acquire external research funding in competition with others.
- Demonstrated ability to interact and constructively collaborate with other researchers.
- Demonstrated influence on the surrounding society through own research. Examples of this include publication of non-academic articles and participation in inquiries and public seminars.

**Required teaching expertise**

- Completion of training in student supervision, HPE 201, as well as courses in teaching and learning in higher education, HPE 101, HPE 102 and HPE 103, or equivalent knowledge confirmed through special assessment.
- Documented extensive experience of teaching of high quality at all levels, in particular in the second and third cycles.
- Considerable experience as a supervisor of third-cycle students.

The assessment of teaching expertise encompasses both an evaluation of teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further teaching assignments within the field of the position. Both disciplinary breadth and depth shall be considered in the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.
In addition to the training in university teaching and the teaching experience referred to by the applicant, the factors that shall be considered in the assessment of the applicant’s teaching expertise include the following, listed in no particular order:

- Pedagogical awareness, which can be demonstrated via a written pedagogical self-reflection.
- Documented pedagogical development work.
- Experience of different educational environments and types of education.
- Teaching in multiple languages.
- Experience of course and study programme management.
- Production of teaching aids.

**Managerial and administrative skills**

Promotion to full professor requires prior demonstration of strong skills in the areas of academic management and administration.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.

### 2.2. Lecturer to senior lecturer

**The University’s appointment procedure**

The University of Gothenburg’s appointment procedure provides that:

A lecturer employed on an indefinite-term basis shall be promoted to senior lecturer if they are qualified for such an appointment and also, upon assessment, are considered suitable in accordance with the assessment criteria that the University has laid down for the post of senior lecturer.

**The School’s instructions**

The following requirements shall apply for promotion of lecturer to senior lecturer at the School.

Unless there are special reasons, requests for promotion shall not be considered until at least six months following the first day of a candidate’s permanent employment contract.

**Required research expertise**

- The most fundamental eligibility requirement is that the applicant must hold a PhD or equivalent competence. For the ‘equivalent competence’ requirement to be fulfilled, research expertise must have been demonstrated through research of high quality published in articles, book chapters and/or monographs. The research results must be adequately published, primarily in peer-reviewed journals of relevance in the respective field or by publishers recognised for their publishing of high-quality works.

The assessment of research expertise corresponding to a PhD encompasses both an evaluation of submitted scholarly articles of relevance for the position and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.

The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research.
field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.

In addition to the scholarly works submitted with the application, the factors that shall be considered in the assessment of the applicant’s research expertise include the following:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Demonstrated ability to interact and constructively collaborate with other researchers.
- Demonstrated influence on the surrounding society through own research. Examples of this include publication of non-academic articles and participation in inquiries and public seminars.

**Required teaching expertise**

- Completion of courses in teaching and learning in higher education, HPE 101, HPE 102 and HPE 103, or equivalent knowledge confirmed through special assessment.
- Documented extensive experience of teaching of high quality in the first and/or second cycle.

The assessment of teaching expertise encompasses both an evaluation of teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further teaching assignments within the field of the position. Both disciplinary breadth and depth shall be considered in the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.

In addition to the training in university teaching and the teaching experience referred to by the applicant, the factors that shall be considered in the assessment of the applicant’s teaching expertise include the following, listed in no particular order. Internal expert reviews are arranged at Department level. Assessments of the following factors shall be enclosed with each application for promotion.

- Pedagogical awareness, which can be demonstrated via a written pedagogical self-reflection.
- Documented pedagogical development work.
- Experience of different educational environments and types of education.
- Teaching in multiple languages.
- Experience of course and study programme management.
- Production of teaching aids.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.
2.3. Associate senior lecturer to senior lecturer

The University’s appointment procedure

The University of Gothenburg’s appointment procedure provides that:

An associate senior lecturer who is employed in accordance with Chapter 4, Section 12 of the Higher Education Ordinance shall, following application, be promoted to senior lecturer if they are qualified for appointment as a senior lecturer and are, upon assessment, considered suitable for such a post in accordance with the assessment criteria that the University has determined should be applied in a matter relating to promotion to senior lecturer. The assessment criteria for promotion to senior lecturer shall be shown in the vacancy announcement for the associate senior lecturer. Such a promotion means an indefinite term appointment as a senior lecturer.

**Note:** An associate senior lecturer employed in a career development position in accordance with the earlier provisions of Chapter 4, Section 12 of the Higher Education Ordinance, and where the employment procedure commenced prior to 2 April 2018, shall in accordance with the Appointments Procedure for teachers at the University of Gothenburg (Dnr V 2016/383) be promoted to senior lecturer if they are qualified for such a post and also, upon assessment, are considered suitable in accordance with the assessment criteria that the University has laid down for the post of senior lecturer.

Prior to advertising a vacant post for an associate senior lecturer, a decision must be made about the assessment criteria to be used when assessing an application for promotion to a senior lecturer.

**The School’s instructions**

The following requirements shall apply for promotion of an associate senior lecturer to senior lecturer at the School.

The application for promotion must be received by the department no later than six months before the expiration of the temporary post as associate senior lecturer.

**Required research expertise**

- At the time of application, the applicants must have achieved, or be close to achieving, the competence required for appointment to associate professor at the School. Alongside the submission of an application for promotion from associate senior lecturer to senior lecturer, the applicant can submit a separate application for appointment to associate professor (see Appendix 1).
- The applicant must demonstrate clear progression in terms of research activities while serving as an associate senior lecturer.

The assessment of research expertise encompasses both an evaluation of submitted scholarly works of relevance for the position and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.

The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.
In addition to the scholarly works submitted with the application, the factors that shall be considered in the assessment of the applicant’s research expertise include the following:

- Documented active participation in the academic community, for example through presentation of research results at national and international conferences, seminars etc.
- Documented contributions to, and assignments within, the academic community, for example as expert in connection with staff appointments, leader of a large research project or member of research councils, expert panels, grading committees or inquiries, or in the form of referee or editorial assignments.
- Demonstrated ability to interact and constructively collaborate with other researchers.
- Demonstrated influence on the surrounding society through own research. Examples of this include publication of non-academic articles and participation in inquiries and public seminars.

Required teaching expertise

- Completion of courses in teaching and learning in higher education, HPE 101, HPE 102 and HPE 103, or equivalent knowledge confirmed through special assessment.
- Documented extensive experience of teaching of high quality in the first cycle.

The assessment of teaching expertise encompasses both an evaluation of teaching expertise referred to by the applicant and an estimation of the applicant’s potential for further teaching assignments within the field of the position. Both disciplinary breadth and depth shall be considered in the assessment, as shall the quantity, quality and diversity of the candidate’s teaching experience.

In addition to the training in university teaching and the teaching experience referred to by the applicant, the factors that shall be considered in the assessment of the applicant’s teaching expertise include the following, listed in no particular order:

- Pedagogical awareness, which can be demonstrated via a written pedagogical self-reflection.
- Documented pedagogical development work.
- Experience of different educational environments and types of education.
- Teaching in multiple languages.
- Experience of course and study programme management.
- Production of teaching aids.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.

Appeals

Appointment decisions made by the University, with the exception of decisions concerning an appointment as a senior lecturer following a promotion in accordance with Chapter 4, Section 12c of the Higher Education Ordinance, may be appealed to the Higher Education Appeals Board. A decision to reject an application for promotion in accordance with Chapter 4, Section 13 may also be appealed to the Higher Education Appeals Board. The public authority’s statement of views to the Appeals Board is submitted by the person that made a decision on the matter and, when applicable, following a statement of views from the Academic Appointments Board.
Appointment as associate professor (Swedish: docent; UK: reader) at the School of Business, Economics and Law

Associate professor is an academic title indicating that a person has the competence to teach, supervise and examine students within the respective disciplinary domain at all levels of the academic system. As it is technically not a job title and does not constitute a professional post at the School, it is not regulated in the University of Gothenburg’s appointment procedure.

These instructions can be complemented and further specified at Department level to better reflect the specific conditions in different disciplinary fields. However, such Department-specific instructions may not include rules that contradict or in other ways interfere with the School’s instructions.

Application
Applications for appointment to associate professor at the School of Business, Economics and Law shall be submitted to the respective Department, which shall then make a first assessment of whether the application is justified considering the applicant’s qualifications. If the Department finds this to be the case, the application and the Department’s opinion on the matter as well as names of suitable expert reviewers shall be submitted to the Academic Appointments Board for further processing.

Expert reviewers
The respective Head of Department shall nominate expert reviewers who are willing to complete the assignment and for whom no conflict of interest exists. At least two external expert reviewers shall be appointed, and a gender balance must be ensured in this work unless there is an acceptable reason to make an exception in this respect. All expert reviewers must be full professors or equivalent. The chair of the Academic Appointments Board decides on the appointment of expert reviewers following approval of the proposed candidates by the Board.

Appointment decisions
Decisions to appoint a person to associate professor at the School of Business, Economics and Law are made by the Dean following final consideration by the Academic Appointments Board.

Eligibility requirements for appointment to associate professor (docent) at the School of Business, Economics and Law
The School of Business, Economics and Law appoints persons to associate professor in the subject areas established by the Faculty Board.

Required qualifications
In addition to a doctoral degree, or equivalent scholarly competence, the following eligibility requirements apply:

- Affiliation with the School of Business, Economics and Law
- Strong research expertise
- Strong teaching expertise

Affiliation with the School of Business, Economics and Law

- A person who is considered to benefit the School’s research and education can be appointed to associate professor. This implies that mainly currently employed teaching staff may be considered for this appointment.
- Persons who are not employed at the School may also be appointed to associate professor. In these cases, however, a detailed explanation of how the applicant can be of high value to the School’s research and education must be presented. Having obtained a PhD at the School constitutes a certain degree of affiliation but is neither sufficient nor necessary for appointment as associate professor.
Research expertise
The scope of assessment of an applicant’s research expertise must correspond to the scope of the disciplinary domain that the appointment concerns.

The assessment of research expertise encompasses both an evaluation of submitted scholarly articles of relevance for the appointment and an estimation of the applicant’s potential for further scholarly work within the field of the position. Both scope and depth shall be considered in the assessment of research expertise, within the subject domain of the advertised position. Submitted works shall be assigned the weight in the assessment that follows from their independent scientific quality.

The criteria for assessing the applicant’s research expertise are demonstrated command of the subject and familiarity with previous research, creativity and originality in the relevant research field and analytical depth and extent of scholarly production, with consideration of the duration of the applicant’s career to date.

- In order to be appointed as associate professor, the applicant must have achieved a level of research expertise that vastly exceeds the level required for a doctoral degree.

- The applicant must have demonstrated through research activities a high level of scientific autonomy, a strong ability to engage in scholarly argumentation as well as a high level of theoretical and methodological competence.

- In addition to the PhD thesis, the applicant must present relevant scholarly works corresponding to one additional thesis. These works must indicate a capacity for disciplinary and theoretical development following the presentation of the PhD thesis.

- Some degree of trade-off between quality and quantity of the scholarly production can be made in the assessment of research expertise so that a slightly lower quantity is required when the quality is consistently high. However, a large quantity of scientific production can never compensate for weaknesses in quality.

- The research results must be adequately published, primarily in peer-reviewed journals of relevance in the respective field or by publishers recognised for their publishing of high-quality works.

- Eligibility for appointment as associate professor cannot be based on scholarly works that have not yet been accepted for publication. If a manuscript has been accepted for publication, this must be verified in an appropriate manner by an editor or publisher.

- In addition to publications, the applicant must show that he or she contributes to the scholarly discussion and the development of the academic community. This can be shown through citations of the applicant’s works, active participation in conferences, scholarly assignments as reviewer and relevant representative assignments.
Teaching expertise

- In order to be appointed as associate professor, the applicant must, at the time of application, have completed formal training in university teaching and student supervision at third-cycle level, or equivalent. (Completion of course in supervision in postgraduate programmes (HPE201) and courses in teaching and learning in higher education, HPE 101, HPE 102 and HPE 103, or equivalent knowledge confirmed through special assessment.)

- The applicants must have teaching experience corresponding to an extensive amount of well performed teaching activities. The reported teaching expertise can be supported with course evaluation summaries, certificates from course coordinators and a description of the planning and implementation of lectures, seminars and supervision in the first and third cycles.

Department-specific instructions adopted by the School’s Departments are available via the School’s website.