



## THE SAHLGRENKA ACADEMY

Appendix 2 to *Anvisningar för anställning av lärare vid Sahlgrenska akademien*  
[Instructions for Employment of Teachers at the Sahlgrenska Academy]

### **Assessment criteria for promotion from associate senior lecturer to senior lecturer**

According to the *Anställningsordning för anställning av lärare vid Göteborgs universitet* [Appointment Procedure for Teachers at the University of Gothenburg], assessment criteria for considering an applicant for promotion to senior lecturer must be determined before announcing a vacancy for an associate senior lecturer post. The assessment criteria must be shown in the vacancy announcement.

The following assessment criteria relate to promotion from associate senior lecturer to senior lecturer at the Sahlgrenska Academy. The assessment criteria are regarded as guidance and allow activity-specific exceptions involving lower requirements.

An application for promotion from an associate senior lecturer to a senior lecturer should be submitted to the Academic Appointments Board at the Sahlgrenska Academy no later than by six months before fixed-term employment as an associate senior lecturer expires. The Academic Appointments Board will appoint two experts following proposals from the department. These experts will assess the applicant's scholarly and pedagogical proficiency together with their managerial and administrative skills.

The associate senior lecturer must have been accepted as an unpaid docent at the Sahlgrenska Academy before consideration of the application for promotion starts.

The assessment criteria described and exemplified below constitute the minimum level at the Sahlgrenska Academy when considering applications for promotion from associate senior lecturer to senior lecturer.

## **Scholarly proficiency**

The applicant should have a high international level of scholarly proficiency, comparable with successful senior lecturers at top universities, both nationally and internationally. This proficiency will be considered on the basis of the following criteria. Great importance is attached to originality, productivity and independence.

- a) Publications (personal contributions of academic importance recognised internationally)
- b) External funding received as research group leader in national or international competition
- c) External activities (invited lecturer, leadership of symposia, receipt of prizes and other distinctions, membership of committees or scientific panels, etc.)
- d) Experience of supervising doctoral and post-doctoral students (principal supervisor for at least one doctoral student).

## **Pedagogical proficiency**

The applicant must have taken the access course Teaching and Learning in Higher Education (15 higher education credits) or corresponding, and also Supervision in Postgraduate Programmes (5 higher education credits) or demonstrated corresponding competence.

In addition to this, the applicant should demonstrate:

- a) An ability to deliver knowledge, commitment and interest in the subject.
- b) Experience, competence and skills in respect of planning, development, implementation and evaluation of courses, supervision and examinations.

## **Managerial skills**

The associate senior lecturer must demonstrate:

- a) An ability to successfully lead and organise the activities and projects of a research group in a collegial and cooperative way, both internally and externally.
- b) An ability to organise scientific seminar series, workshops and meetings.
- c) An ability to contribute to the internal work at the department/equivalent.

## **Clinical proficiency**

- a) Clinical proficiency and, when applicable, clinical activities.

The associate senior lecturer will be offered an opportunity to be interviewed and present their research and other important contributions to the Academic Appointments Board. The Board proposes whether the promotion should be confirmed or rejected. Decisions concerning promotion will be made by the head of department before the fixed-term employment as associate senior lecturer expires. The subject area for the employment as senior lecturer will be the same as the employment as associate senior lecturer.