



FOUR-STAGE TENURE TRACK: EVALUATION PROCESS

According to the career advancement principles that have been approved by the Faculty of Education, the Academic Committee organises the evaluation process of persons working in tenure track posts, as proposed by the Dean of the Faculty. The Academic Committee also provides the evaluation guidelines.

At the start of each employment, the selected candidate drafts a proposal on the objectives of the period of employment in cooperation with his/her immediate supervisor, taking into account the person's research and publication plan and other activities in the scientific community. The Dean of the Faculty and the selected candidate agree on the objectives within two months of the start of employment.

Evaluation process for the post of postdoctoral researcher (level 1)

The Dean of the Faculty starts the evaluation process of the postdoctoral researcher's performance 10–12 months before the end of the fixed-term employment.

The postdoctoral researcher submits an account of the following to the Academic Committee, in Finnish or in English (maximum length four pages):

1. Scientific and research activities during the term as postdoctoral researcher;
2. Released publications or publications approved for release during the term as postdoctoral researcher (listed in accordance with the publication list instructions of the Ministry of Education and Culture);
3. International research cooperation during the term as postdoctoral researcher;
4. External funding applied for during the term as postdoctoral researcher, also non-successful applications must be reported;
5. Social influence during the term as postdoctoral researcher;
6. Improvement of teaching skills during the term as postdoctoral researcher;
7. Working as part of the scientific community during the term as postdoctoral researcher.

In addition to the above, the postdoctoral researcher must present a viable research plan that develops the Faculty's research profile and is of a high scientific level for the duration of the fixed-term contract of university researcher / university lecturer. The research plan must include a publication plan.

The Academic Committee assesses the scientific merits and other activities of the postdoctoral researcher and prepares an evaluation statement. The committee may request a statement from an expert of the Faculty. The provisions on disqualification laid down in the Administrative Procedure Act apply to the procedure.

Evaluation process for the post of university researcher / university lecturer (level 2)

The university researcher / university lecturer sets the objectives for his/her term of employment in cooperation with the immediate supervisor, taking into account the person's research plan and other activities within the scientific community.

The Dean of the Faculty starts the evaluation process on the performance of the university researcher / university lecturer 10–12 months before the end of the fixed-term employment. Advancing from the post of university lecturer or university researcher to the post of associate professor requires external evaluation in all cases.

The university researcher / university lecturer presents the following documents to the Academic Committee in Finnish or in English:

1. CV, prepared in accordance with instructions provided by the Finnish Advisory Board on Research Integrity;
2. List of publications, prepared in accordance with instructions provided by the Ministry of Education and Culture;
3. List of released publications or publications approved for release during the term as university researcher / university lecturer (listed in accordance with the publication list instructions of the Ministry of Education and Culture);
4. Description of the person's research activities (line of research) and the application for external funding;
5. Description of national and international research networks and activities;
6. Description of social influence;
7. Description of theses supervised, teaching skills and skills improvement, and development tasks related to research-based teaching;
8. Description of working as part of the scientific community and academic leadership;
9. List of five (5) publications the university researcher / university lecturer wishes to use to demonstrate his/her eligibility and merits for the post of associate professor;
10. Publications listed in item 9 (in printed or electronic form, as agreed separately).

In addition to the above, the university researcher / university lecturer must present a viable research plan that develops the Faculty's research profile and

is of a high scientific level for the duration of the fixed-term contract of associate professor. The research plan must include a publication plan.

The Academic Committee proposes the external experts who will assess the scientific merits and other activities of the university researcher / university lecturer to the Dean of the Faculty. The Academic Committee prepares the evaluation statement, after having received statements from the experts. The provisions on disqualification laid down in the Administrative Procedure Act apply to the procedure.

Evaluation process for the post of associate professor (level 3)

The Dean of the Faculty launches the evaluation process of the performance of a person working as an associate professor 12 months before the end of the temporary employment.

The associate professor submits the following documents to the Academic Committee, in Finnish and in English:

1. CV, prepared in accordance with instructions provided by the Finnish Advisory Board on Research Integrity;
2. List of publications, prepared in accordance with instructions provided by the Ministry of Education and Culture;
3. List of released publications or publications approved for release during the term as associate professor (listed in accordance with the publication list instructions of the Ministry of Education and Culture);
4. Description of the person's established line of research to which resources have been allocated and which has actively strengthened research operations in the Faculty during the term of associate professor;
5. Description of national and international research networks and the coordination of their activities;
6. Description of international research cooperation;
7. Description of social influence;
8. Description of theses supervised and the improvement of teaching skills, and development tasks related to research-based teaching;
9. Description of working as part of the scientific community, the development of the scientific community's activities and academic leadership;
10. List of ten publications which the associate professor wishes to use to demonstrate his/her qualification and merits relevant to the post of professor;
11. Publications listed in item 10 (in printed or electronic form, as agreed separately).

The Academic Committee uses the documents referred to above to assess whether to propose the starting of the invitation procedure for the post of professor to the Dean of the Faculty.

The Dean of the Faculty decides on the starting of the invitation procedure, and the invitation procedure is governed by the currently effective recruitment regulations and instructions.