

Faculty Board

## **Assessment criteria for promotion as professor at the School of Economics and Management at Lund University**

Promotion to an appointment as professor at the Lund University School of Economics and Management (LUSEM) is governed by the Swedish Higher Education Ordinance and the Lund University Appointment Rules. Based on these regulations, LUSEM further specifies the assessment criteria that apply to promotion at the faculty. These criteria also meet the requirements placed on an internationally accredited faculty.

The text boxes below specify the assessment criteria that apply at LUSEM, replacing the previous decision (reg. no. STYR 2016/327).

These assessment criteria were adopted by the Faculty Board on 3 March 2023.

The assessment criteria apply from 3 March 2023.

### **Assessment criteria**

Qualification requirements and assessment criteria for appointments to professor are regulated in the Higher Education Ordinance, Chapter 4 Section 3:

*To be eligible for employment as professor, a person must have demonstrated both research and teaching expertise.*

*The assessment criteria for appointment as 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 expertise.*

The above qualifications and assessment criteria are further specified in the Lund University Appointment Rules. This document states the following:

*A senior lecturer who is employed for an indefinite term at Lund University may on application be promoted to professor if he or she has the qualifications required for the post of professor. The employee shall also demonstrate professional development in teaching and research/artistic expertise, from a general and long-term perspective.*

#### *Lund University's (LU's) assessment criteria*

For employment as professor, it is required that the applicant has at least five weeks of training in teaching and learning in higher education or has acquired equivalent knowledge and expertise by other means, unless there are valid reasons. As much attention shall be given to the assessment of teaching expertise as to the assessment of research expertise.

### **Very high level of research expertise**

#### *LU's assessment criteria*

A very good national and international standing as a researcher. The requirement for international experience shall be assessed with consideration to the character and traditions of the subject.

#### *LUSEM's assessment criteria*

The applicant must have scientific credentials considerably beyond those that are required for an associate professorship, and must clearly have demonstrated independence as a researcher, and a research agenda of their own. The applicant must demonstrate ongoing active research activities and regular publication at a high international level. The applicant must be established in their field of research at both a national and an international level and be able to show that their research has had a clear impact nationally and internationally.

Evidence of independence include publications not involving the co-authorship of previous supervisors and mentors from the time as a PhD student and post doc, self-authored as well as co-authored contributions in various constellations with clearly documented contributions in terms of research leadership and initiatives. Independence is also shown by the applicant's recurrent success in obtaining research funding as main applicant from national and international research funding bodies.

Research expertise can also be demonstrated through national and international research collaborations that have resulted in publications, through invitations to give lectures at other higher education institutions, active participation at international conferences, and through organisation of symposia at international conferences or through the organisation of international conferences.

If the applicant is regularly consulted as a reviewer of contributions to international scientific journals, as an assessor of research applications, or as a member of assessment panels of Swedish or international research councils, this can also be an indication of the applicant's established position.

An important criterion is also the applicant's potential to significantly contribute to research of very high quality at the faculty in the future.

#### *LU's assessment criteria*

Exceptionally good research expertise and good teaching skill are sufficient qualifications for appointment as a professor.

#### *LUSEM's assessment criteria*

Even when the applicant has demonstrated exceptionally good research expertise, they should also have acquired teaching qualifications that clearly expand beyond their own field of research, with documented experience of different working and teaching methods, as well as documented experience of development work.

### **Very high level of teaching skill**

#### *LU's assessment criteria*

A very high level of teaching skill, including a very good ability to conduct, develop and lead educational activities on different levels and using a variety of teaching methods.

#### *LUSEM's assessment criteria*

The applicant is to have the capacity to teach in subjects beyond their own field of research, and demonstrate awareness and documented experience of different work and teaching methods at all levels of study. Experience of teaching professionally active people in different forms of professional development training is considered an advantage.

Teaching skill includes significant experience of teaching, supervision and examination, administration of teaching, experience as a course director, and documented experience of developing new courses, new study materials and new pedagogical procedures.

Applicants are to demonstrate an interest in teaching and continuing professional development in teaching, and have a reflective approach to their own teaching.

An important criterion is the applicant's potential to significantly contribute to teaching of very high quality at the faculty in the future.

*LU's assessment criteria*

Exceptionally good teaching skill and good research expertise are sufficient qualifications for appointment as a professor.

*LUSEM's assessment criteria*

Even when the applicant has demonstrated exceptionally good teaching skill, they should also have acquired research qualifications equivalent to a very high level of research expertise that clearly demonstrate autonomy and an individual research specialisation.

**Good ability to supervise doctoral students**

*LU's assessment criteria*

A good ability to supervise doctoral students to achieve a PhD.

*LUSEM's assessment criteria*

The applicant should have supervised at least one doctoral student to achieve a PhD (from admission to doctoral studies to the defense of the thesis). The applicant should be active as supervisor for at least one PhD student at the time of the application.

In addition to the doctoral student supervision, documented activities on a PhD programme, e.g. seminars, organisation and teaching of PhD courses, duties as external reviewer in public defences of doctoral theses and membership of examination committees.

**Good ability to engage with wider society**

*LU's assessment criteria*

A good ability to engage with wider society and communicate his or her activities.

*LUSEM's assessment criteria*

The applicant is to demonstrate interest in and commitment to collaborating with wider society through a documented ability to disseminate the results of their research.

This can, for example, be done by showing ability to and interest in converting research results into practical applications, contributing to knowledge on which decisions of a public nature are based, demonstrating the ability to communicate with the media, and by giving talks and publishing popular science articles.

**Good ability to lead and develop activities**

*LU's assessment criteria*

A good general ability to lead and develop activities.

*LUSEM's assessment criteria*

The applicant is to demonstrate good ability to lead and develop academic activities, e.g. by having held positions such as a member on a faculty/department board, served as a head of department or director of studies, managed working groups (including research groups), been in charge of a study programme, or performed other similar duties.

Experience organising recurring activities, such as seminars, conferences, hosting post docs and international guest researchers, etc. is also considered an advantage.