



Faculty Board

Guidelines for promotion to professor at the Faculty of Social Sciences

Promotion to a position as professor at the Faculty of Social Sciences is subject to the Higher Education Ordinance (SFS 2010:1064) and Lund University's Appointment Rules (Reg. no STYR 2020/2212, text on light grey background). The guidelines of the Faculty of Social Sciences concretise the assessment criteria (in box under each section).

The present decision replaces, in the parts concerning the rules for professors, the decision dated 17 October 2013, Reg. no A 10 2013/266.

Assessment criteria

From the Higher Education Ordinance

Chapter 4 section 3 HEO: 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. A person who has demonstrated both artistic and teaching expertise shall be qualified for employment as a professor 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.

From Lund University's Appointment Rules

Decisions regarding assessments of promotion from employment as a senior lecturer to employment as professor shall be based on strategic considerations. These considerations shall include an assessment of whether or not the employee has submitted documented contributions to the organisation's development and is assessed as suitable for promotion.

A senior lecturer who is employed for an indefinite term at Lund University may on application be promoted to professor if they have 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.

For appointments to professor, the following shall form the assessment criteria:

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

The applicant is to have research qualifications that significantly exceed those required for an associate professorship, clearly demonstrated independence and proven impact in the research field. The applicant is to be established in their research field at an international level and demonstrate great potential to contribute significantly to research of very high quality at the faculty. In addition, breadth is to have been demonstrated through research of high quality within problem areas beyond the applicant's field of qualification for a doctoral degree. The applicant is to be able to demonstrate active research work with regular publication at a high international level, as well as ongoing research projects.

The research qualifications are to be significant and mainly demonstrated through articles published in renowned international journals, and monographs published by renowned international publishers with a peer review process. Chapters included in

anthologies published by renowned international publishers are an additional qualification.

Promotion to professor requires clear impact within the research field at an international level, i.e. the applicant is to have influenced the development of research through their own contributions. The measure of impact in the research field can be, for example, that the applicant's publications are cited to a great extent by other researchers. One indication of an established position within the research field is if the applicant is regularly entrusted with the peer review of articles in international journals, engaged as an evaluator of research applications or as a member of preparatory groups for research councils (within academia). Experience of editorship for peer-reviewed international journals is an additional qualification.

The measure of independence can be, for example, sole authorship of publications or publications authored without co-authorship by a former supervisor from the applicant's time as a doctoral student or postdoc. For co-authored publications, independence can be demonstrated by the applicant having had a leading role, often expressed through first or last authorship on research publications. Independence is also demonstrated through regular major research grants obtained in competition by the applicant as a principal investigator, from research councils (within academia) or equivalent.

- 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.

Teaching expertise is to have been demonstrated through a good ability to develop, lead and implement education of high quality and successful supervision of students. The expertise is assessed on the basis of the scope of well-implemented teaching and the ability to convey knowledge as well as engagement and interest in the subject. Promotion to professor requires a high level of skill in developing courses and educational activities, as well as experience of producing teaching aids.

Teaching ability is assessed on the basis of experience from various levels of education, teaching situations, forms of teaching and examination. This includes knowledge about the learning process and fundamental awareness of educational methods based on a scholarly approach that promotes students' learning.

The applicant should also have undergone at least five weeks' training in teaching and learning in higher education, as well as a course on research supervision.

- A good ability to supervise doctoral students to achieve a PhD or and/or students on arts programmes to achieve artistic independence.

The applicant is to have supervised at least one doctoral student all the way to the public defence of their doctoral thesis.

Applicants are to have documented activities within research studies besides supervision of doctoral students, such as through seminar series, organisation and teaching of courses at the doctoral level, and participation in the assessment of doctoral students as an external reviewer, member of an examining committee or external examiner.

- A good ability to engage with wider society and communicate their activities

The applicant is to demonstrate interest and engagement in collaboration with wider society through documented experience. External engagement comprises activities and initiatives entailing the dissemination, exchange or joint generation of knowledge between the University and wider society. For example, the applicant may have contributed evidence-based documentation for societal decisions, through participation in public inquiries or as an expert in investigations or other activities that can affect societal decisions. Similarly, the applicant may have collaborated with external parties in connection with research applications and the implementation of research projects. A further measure of external engagement could be the applicant having experience of communicating with the media and citizens, through lectures and popular science publications.

- A good general ability to lead and develop activities.

The applicant is to present qualifications that confirm their ability to collaborate on research management and their ability to lead a research team. The applicant is also to clearly demonstrate the administrative qualifications required in this role.

The applicant should have held positions such as membership in boards or committees at the departmental or faculty levels, leadership of working groups, role as director of studies or other administrative responsibility beyond management of their own research team.

A good ability to lead and develop activities also comprises collegiality; the applicant should therefore be able to show how they supported other researchers/teaching staff in their opportunities to develop their careers in research and teaching. This may take the form of the applicant having applied for and obtained research funding together with early career colleagues.

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

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Even if proven to have exceptionally good teaching skill, the applicant should also show research qualifications clearly demonstrating independence. The applicant should also show ongoing active research activity with regular publication at a high international level and be established within their research field at the international level.