

Tenure track career path

University of Lapland

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1. Purpose of the Tenure Track model and its relation to the career pathway of teaching and research personnel at the University of Lapland

A career as a researcher may progress in keeping with two models: the Tenure Track model and University's career pathway system for teaching and research staff (see [Opetus- ja tutkimushenkilöstön urapolkujärjestelmä ja tehtävärakenne \(sharepoint.com\)](#)). The Tenure Track model has been designed to be used alongside the career pathway system. It does not replace the traditional procedures for recruiting of professors, nor will it become the principal form of recruiting at the University.

Advancement in the University's career pathway system (not on Tenure Track) takes place in keeping with the circumstances in each unit (personnel structure, financial considerations, unit's desired profile). Advancement from one level to the next in the Tenure Track system is planned when the position is made available and the criteria for selection have been established. A researcher recruited through the career pathway system may apply for and be appointed to a Tenure Track position. Likewise, a researcher who holds a Tenure Track position may opt to apply for permanent appointment as a university lecturer in a particular subject.

The purpose of the Tenure Track model is to offer the teaching and research staff a career path providing an opportunity to earn academic merits leading to a professorship. An additional purpose of the model is to strengthen the University's research profile.

The Tenure Track model ensures that the process by which applicants are recruited for professorial positions is motivating, consistent and fair. All those appointed under the system and working to secure tenure both teach and research. Those appointed to a Tenure Track position take part in the work relating to a particular subject, group of subjects, research group or unit.

The Tenure Track model is applied only in the case of new Tenure Track recruitments. In other words, a position may not be made part of the Tenure Track system if it has been filled before the approval and introduction of the model.

A guide has been put together to aid in applying the Tenure Track model. The guidelines in that publication will ensure that the model is applied consistently and that it will safeguard equal treatment and the legal rights of those applying for Tenure Track positions and those advancing in the system.

2. Levels on the Tenure Track

Advancing on the Tenure Track and being appointed to a permanent professorship require appointees to robustly fulfil the range of the criteria established for each level. The position may be one envisaging appointment to an academic or artistic professorship.

Level 1: Assistant professor (fixed-term)

Appointment on scientific merits:

The position requires applicants to hold an appropriate doctoral degree, be capable of independent scientific work, demonstrate the teaching skills required by the position and establish their potential as researchers by presenting scientific merits.

Scientific merits

- Applicant's research fits in well with the University's and faculty's strategy.
- Scientific publishing

- Record of applying for research funding /funding granted
- Connections to their international scientific community

Teaching merits, to be presented in a teaching portfolio (see the faculties'/units' guidelines)

- Teaching experience
- Supervision of theses
- Pedagogical training
- Skills need to produce new learning materials

Trial lecture

Public and community engagement

- Public visibility, engagement and activities
- Activities in the university community

Appointment on artistic merits

The position requires an appropriate doctoral degree and special artistic merits in the field, evidence of artistic work in the strategic areas of the university profile, sufficient teaching skills and practical knowledge of the field.

Artistic merits

- Artistic activities that fit in well with the University's and faculty's strategy
- Artistic publications that have been well received by the artistic community in the field
- Evidence of collaboration in the artistic activities of the field at the national and international levels
- Artist's portfolio clearly demonstrating the applicant's artistic activities
- Where necessary, the applicant may be required to have the ability to secure complementary funding.
- Artistic research as part of the applicant's artistic activities
- Awards, acknowledgements, honorary titles

Teaching merits, to be presented in a teaching portfolio (see the faculties'/units' directions)

- Teaching experience
- Supervision of theses
- Pedagogical education
- Skills need to produce new learning materials

Trial lecture

Public and community engagement:

- Public visibility, engagement and activities
 - Activities in the university community
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Level 2: Associate professor (fixed-term)

Appointment on scientific merits

The successful applicant is required to have an appropriate doctoral degree and to produce evidence of the scientific research and teaching skill required by the position. The position requires an ability to direct research work and secure complementary research funding.

Scientific merits

- Research fits in well with the University's and faculty's strategy
- Scientific publication: quality and impact
- Active contribution to research training
- Acquisition of research funding
- Directing research projects
- Active involvement in international academic communities
- Research-related expert duties and positions of responsibility
- Acknowledgements and awards

Teaching merits, to be presented in a teaching portfolio (see the faculties'/units' directions)

- Teaching experience
- Supervision of theses
- Pedagogical education
- Teaching-related expert duties and positions of responsibility

Trial lecture**Public and community engagement:**

- Public visibility, engagement and activities
- Activities in the university community

Artistic merits

The position requires applicants to have an appropriate doctoral degree and high-level artistic merits and to produce extensive evidence of artistic work in the strategic areas of the university profile, sufficient teaching skills and practical knowledge of the field.

Artistic merits

- Artistic activities that fit in well with the University's and faculty's strategy
- Artistic publications that have been well received by the artistic community in the field
- Extensive evidence of cooperation in the artistic activities of the field at the national and international levels
- Artist's portfolio with extensive evidence of the applicant's artistic activities
- Artistic research as part of the applicant's artistic activities
- Active efforts to acquire complementary research funding
- Awards, acknowledgements, honorary titles
- Active role in the researcher training
- Expert duties and positions of responsibility.

Teaching merits, to be presented in a teaching portfolio (see the faculties'/units' directions)

- Teaching experience
- Supervision of theses
- Pedagogical education
- Production of teaching material
- Teaching-related expert duties and positions of responsibility

Trial lecture

Public and community engagement:

- Public visibility, engagement and activities
 - Activities in the university community
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Level 3: Professor/Research professor/Full professor (permanent)

To be appointed to a professorship, applicants must have the following: a doctoral degree, high-level scientific or artistic competence, experience in directing research, the ability to provide high-quality teaching grounded in research and to supervise student theses, as well as demonstrated evidence of international collaboration in their field of research. The assessment of applicants' merits takes the following into account: scientific publications and other research outcomes with scientific or artistic value; teaching experience and pedagogical training; skill in producing teaching materials; other merits achieved in teaching; the applicant's thesis; and doctoral theses for which they have acted as supervisor.

The requirements for appointment to a professorial position (level 3) based on scientific or artistic merits and for a position as research professor are set out in sections 37, 38, 49 and 50 of the University's Administrative Rules of Procedure.

3. Opening a Tenure Track position: recruitment procedure**Opening a Tenure Track position**

The University's Rules of Procedure require adherence to the institution's personnel plan. A Tenure Track position must always be approved in the personnel plan of the relevant faculty or unit. In addition, the faculty or unit must commit itself to long-term financing of the position within the constraints imposed by the University's financial situation. A Tenure Track position is intended to strengthen the faculty's/unit's and the University's strategic profile, and this is the essential basis for opening the position.

Opening a Tenure Track position is proposed to and agreed with the Rector. The University (faculty/unit) commits itself to new Tenure Track positions. They are established to strengthen the University's strategic profile.

Applications for Tenure Track positions are always solicited through open and international calls. A position may be advertised for one, two or three levels in the Tenure Track model at the discretion of the faculty/unit.

Recruitment procedure

Announcements soliciting applications for Tenure Track positions indicate clearly that the position is a Tenure Track position and that established university practices for filling such positions will be adhered to. In other respects, the process of filling the Tenure Track position will follow the University's established decision-making, presentation and other procedures relating to positions being filled.

Recruitment takes place in the light of the criteria for the chosen Tenure Track level. These criteria will be formulated in more detail when the Tenure Track position is formally established.

The international assessment of applicant is conducted by at least two outside experts chosen by the University.

The faculty/unit proposes the applicant to be selected for appointment to the Tenure Track position. The selection is based on assessments of the applicants and a comparison of their merits.

The University's recruitment guidelines are observed in the decision to appoint an applicant to the position, in the preparation and presentation of that decision, in the drawing up of a selection memorandum and in publicising the decision.

The Rector signs the employment contract.

The means by which unsuccessful applicants may appeal against the recruitment decision (an action in accordance with the Equality Act or extraordinary grounds for appeal) are described in section 14 of the University's recruitment guidelines.

A set of personal advancement criteria is drawn up for those appointed to Tenure Track positions at level 1 or 2. These correspond to the criteria for the level in question. The advancement criteria are recorded and they form the basis for the reviews and review processes associated with the Tenure Track position.

4. Advancement on the Tenure Track

One requirement for a second term or advancement to the next level on the Tenure Track is development in the appointee's skills, this being established through an expert procedure. The review to this end determines whether the appointee has achieved merits warranting advancement to the next level and whether they are able to achieve sufficient merits in the next term to progress in their career. The review is carried out in keeping with the national recommendation for assessing a responsible researcher and research. The criteria for advancement applied in the review are those set out for the relevant level when the applicant was recruited. Also the applicant's attachment to the University of Lapland's scientific and artistic community is considered.

Timing of the review

A Tenure Track position has a five-year term. Following the review, the person holding the position may advance to the next level. Each level entails a single review. All of the parties affected (employer, supervisor, employee) confer and agree when the review will begin. The employee must request that the review be started.

The supervisor begins the review. This can be done at the earliest two years from the beginning and at the latest 12 months before the five-year term ends. The review must be completed at least three months before the term of the appointment ends. Efforts are made to schedule the review in a way that the employee has an opportunity to accumulate merits in keeping with the criteria for advancement.

Implementation of a review

An international-level review is carried out by at least two external experts chosen by the faculty/unit. The experts are required to have a professor's qualifications. The review of the candidate's expertise and accomplishments is carried out with reference to the criteria for advancement in the Tenure Track system. The criteria are sent to the experts carrying out the review when a statement is requested from them. The review is a holistic one, with the same criteria being applied in the case of both recruitment

and advancement. The review ensures that the scientific work of a person holding a Tenure Track position is of a high standard and supports the University's strategic profile.

Permanent appointment as a professor takes place using an invitation procedure, which always requires an external review by at least two independent experts. The review follows the expert procedure for filling a professorial position (YOL §33.3)

Outcome of a review and advancement on the Tenure Track

Advancement on the Tenure Track requires successful work and the achievement of the goals set. This work must be linked to the University's and unit's strategy and aims as well as take into account the University's personnel plan and financial constraints.

Advancement from one level to another is not a subjective right. When determining the total duration of the positions a researcher has held in their career, any interruptions to which they are entitled by law will be taken into account.

Possible outcomes of the review:

- The position is discontinued.
- The person holding the position advances to the next level.
- The position is made a permanent professorship.

Note:

If review of a person holding a position results in the position being discontinued and the person has another position entailing a permanent employment relationship at the University, the person may return to the permanent position they had before their Tenure Track appointment. If the person does not have such an employment relationship, the University has no obligation to continue the person's employment when their advancement in the Tenure Track system ends as a result of an review.

5. Ensuring equal treatment of persons advancing on the Tenure Track

The Tenure Track model safeguards the equal treatment of those advancing through the system regardless of the faculty/unit in which they work. The focus of their expertise (work plan) is formulated in a way that they have an opportunity exists to fulfilling the criteria for advancement.

According to Chapter 2, section 2 of the Employment Contracts Act, an employer may not, without a proper and justified reason, treat employees differently based on health, disability, national or ethnic origin, sexual orientation, language, religion, opinion, conviction, family relations, union activities, political activities or other comparable consideration.

Tenure Track appointments make use of permanently archived documents, such as the following

- Explanations detailing how the position is to be filled
- Statements submitted by experts
- Memorandum with grounds for the appointment
- Summary of applicants

Prohibition of discrimination and equal treatment are ensured by adhering to the recruitment guidelines of the University of Lapland [Yliopiston rekrytointikäytäntö \(sharepoint.com\)](https://yliopiston.rekrytointikäytäntö.sharepoint.com/)