

# Salary review meeting

between a manager and a teacher/researcher

## Assessment of performance and skills in accordance with the salary criteria for Stockholm University

*(The abilities used in this form are the University's salary criteria)*

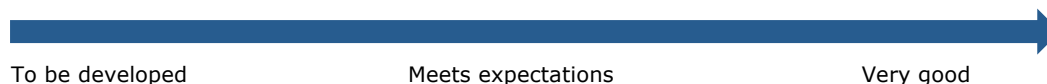
When applicable, use this form to assess the performance and skills of researchers.

Name: \_\_\_\_\_

### Teaching proficiency

Asses work performance in relation to the salary criteria. Use the assessment levels as support.

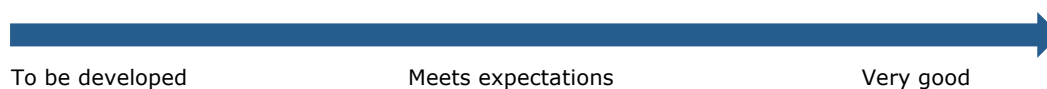
*A demonstrated ability to conduct, develop, and lead teaching of high quality.*



This refers to the ability to:

- structure and organise subject knowledge in courses and one's own teaching;
- plan and conduct teaching;
- act as a supervisor.

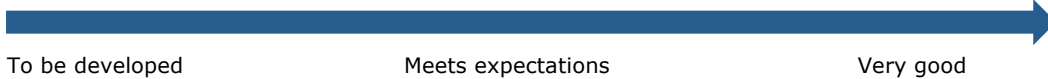
*A demonstrated ability to create commitment and interest in the subject.*



This refers to the ability to:

- motivate students to learn independently;
- communicate with students.

*A demonstrated ability to engage in pedagogical development.*



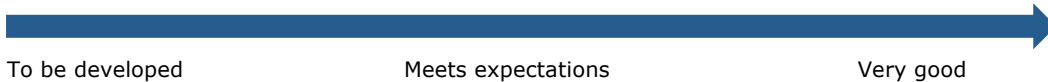
This refers to the ability to:

- innovate and see the big picture;
- disseminate development work to colleagues;
- produce teaching materials.

### **Research proficiency**

Asses work performance in relation to the salary criteria. Use the assessment levels as support.

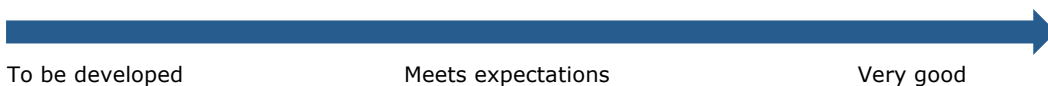
*A demonstrated ability to conduct research of high quality.*



This refers to:

- the ability to achieve scientific results of high quality;
- the ability to organise and lead research projects and research teams;
- national and international publications;
- the ability to seek and obtain external research funding;
- research and teaching as a guest at other universities;
- assignments as an external reviewer, faculty examiner, or member of examining committees;
- assignments for external research organisations.

*A demonstrated ability to convey information about research and to collaborate with the community.*

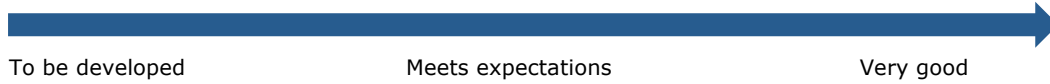


This refers to:

- publications in popular-science magazines;
- participation in public debates on issues related to education and research;
- participation in “popular education”;
- efforts to develop contacts with the private, public, and cultural sectors.

### Assess the ability to contribute to operations

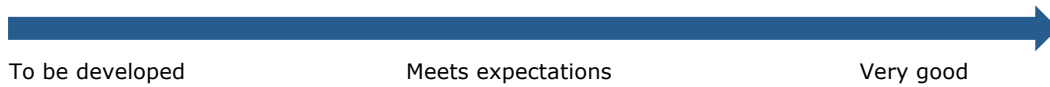
*A demonstrated ability to cooperate.*



This refers to the ability to:

- contribute to a positive, open-minded atmosphere in the workplace;
- treat colleagues and managers in a respectful manner;
- share knowledge with colleagues;
- build and maintain relationships and networks.

*A demonstrated ability to contribute to operational development.*



This refers to the ability to:

- help develop working methods;
- adapt to changed circumstances;
- develop one's own skills;
- contribute to departmental priorities;
- contribute to University-wide priorities.