

# Assessment criteria for promotion to Associate Professor and Professor in the Faculty of Science.

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| Responsible administrative unit | Office of Science                                                                                                               |
| Responsible administrator       | Mikael Stenberg, Daria Zheltukhina Nyholm                                                                                       |

**Description:**

In this document are listed the regulations (the Higher Education Ordinance, HEO and the Rules of Employment at Stockholm University, AOSU) and criteria for assessing the research and teaching skills of applicants seeking promotion to Associate Professor and to Professor within the Faculty of Science.

## Assessment criteria for promotion to Associate Professor and Professor in the Faculty of Science

In this document, we list regulations and criteria for assessing the research and teaching skills of candidates applying for promotion to Associate Professor and Professor within the Faculty of Science. The national regulations can be found in the Higher Education Ordinance (HEO) Chapter 4 and the local regulations in the Rules of Employment at Stockholm University (AOSU). The Board of Science (ON) or the Faculty Board of Science (FN) has decided on area-specific regulations for these positions. ON has replaced FN since 2015.

### I. Promotion from Assistant Professor<sup>1</sup> to Associate Professor

#### Local regulations, AOSU 4.2

An Assistant Professor at Stockholm University should, on application, be promoted to Associate Professor with indefinite-term employment if they are qualified for promotion and, in addition, have been deemed suitable based on the following criteria and the specific criteria established by the relevant scientific area board.

The applicant should have a documented ability to independently initiate and develop research of high quality.

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<sup>1</sup> Assistant Professor, in Swedish *biträdande lektor*; tenure track position approximately equivalent to Associate Senior Lecturer (UK) or Assistant Professor (US).

Teaching expertise at the level of Associate Professor should normally have been demonstrated through teaching in first- and second-cycle programmes and be well documented.

The applicant must have completed courses in teaching and learning in higher education worth at least 15 credits, or be considered by the scientific area board to possess the equivalent knowledge.

The field of study is not changed in connection with the promotion.

**Area-specific regulations – Faculty of Science. Valid for Assistant Professors employed under HEO, SFS 2017:844, approval ON December 6, 2017 (employment profiles established before September 4, 2024).**

In order to be promoted to Associate Professor, the applicant must have demonstrated their ability to independently initiate and develop internationally prominent research, as well as the ability to conduct supervision and teaching of high quality. The applicant must have demonstrated development in their work as a researcher and teacher, and should be considered a very strong researcher with negligible weaknesses.

The applicant's research expertise should be demonstrated through research at a very high level.

This includes that the applicant has:

- as an independent researcher, produced scientific work of high quality that has been published in reputable international peer-reviewed journals
- competed for grants from funding bodies such as the ERC, KAW, VR, and Formas
- established themselves in the international research community, for example as an invited speaker at conferences or as a reviewer for journals, applications, etc.

The applicant's teaching skills should be demonstrated through teaching and supervision of high quality.

This includes that the applicant has:

- completed courses in teaching and learning in higher education<sup>2</sup> worth at least 15 credits

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<sup>2</sup> Learning outcomes for the teaching qualifications required for employment as academic teacher are described in the Recommendations on general learning outcomes for the teaching qualifications required for employment as academic teacher and on mutual recognition (REK 2016:1) of The Association of Swedish Higher Education Institutions (SUHF). Supervisor training and management training are not part of training in teaching and learning in higher education.

- completed courses in supervision<sup>3</sup> (Additional approval ON, March 27, 2019)
- conducted teaching and supervision on a regular basis
- independently planned and conducted teaching of high quality, comprising an entire course or major part of a course, in the first- or second-cycle level
- a reflective approach to teaching
- conducted supervision of high quality in the third-cycle level.

The applicant is expected to be able to carry out administrative and teaching duties that require a good command of Swedish, and should have contributed to the department's development while working as an Assistant Professor.

All teaching positions at Stockholm University require candidates to demonstrate scholarly integrity, the ability to collaborate, and the general ability and suitability to perform their duties.

**Area-specific regulations – Faculty of Science. Valid for Assistant Professors employed under HEO, SFS 2024:673, approval ON June 5, 2025 (employment profiles established on September 5, 2024 or later).**

The applicant should have completed the course given by the Centre for the Advancement of University Teaching, *Research supervision — theory and practice* or equivalent.

In order to be promoted to Associate Professor, the applicant must have demonstrated their ability to independently initiate and develop internationally prominent research, as well as the ability to conduct supervision and teaching of high quality. The applicant must have demonstrated development in their work as a researcher and teacher.

The applicant's research skills should be demonstrated through research at a high level.

This includes that the applicant has:

1. as an independent researcher, produced scientific work of high quality that has been published in reputable international peer-reviewed journals
2. competed for grants from national or international funding bodies such as the ERC, KAW, VR, and Formas
3. established themselves in the international research community, for example as an invited speaker at conferences, as a reviewer for journals and applications.

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<sup>3</sup> The course given by the Centre for the Advancement of University Teaching, *Research supervision — theory and practice* or equivalent.

The applicant's teaching skills should be demonstrated through teaching and supervision of high quality at the university level.

This includes that the applicant should have:

4. demonstrated a reflective and student-centered approach, with a clear link between teaching and examination, and develops their teaching with respect to research in teaching and learning in higher education and proven experience
5. independently planned and conducted teaching of high quality, comprising an entire course or major part of a course, in the first- or second-cycle levels
6. conducted supervision of high quality in the third-cycle level.

It is an advantage if the applicant has:

- acted as a pedagogical leader, for example by having carried out and spread the results of the pedagogical development projects,
- supervised degree projects in the first- and second-cycle levels.

The applicant is expected to be able to carry out administrative and teaching duties that require a good command of Swedish, and should have contributed to the department's development while working as an Assistant Professor.

All teaching positions at Stockholm University require candidates to demonstrate scholarly integrity, the ability to collaborate, and the general ability and suitability to perform their duties.

## II. Promotion from Associate Professor<sup>4</sup> to Professor

### Local regulations, AOSU 4.3

An Associate Professor with indefinite-term employment at Stockholm University should, on application, be promoted to Professor if they are qualified for promotion and, in addition, have been deemed suitable based on the following criteria and the specific criteria established by the relevant scientific area board.

Research expertise at the level of Professor should have been demonstrated through independent research that far exceeds the requirements for qualification as "docent" both in terms of quality and quantity. The planning and coordination of research should also be considered.

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<sup>4</sup> Associate professor, in Swedish *universitetslektor*; tenured position approximately equivalent to Senior Lecturer (UK) or Associate Professor (US).

Teaching skills at the level of Professor should have been demonstrated through teaching on first-, second- and third-cycle programmes and be well documented.

The applicant must have completed courses in teaching and learning in higher education worth at least 15 credits, or be considered by the scientific area board to possess equivalent knowledge.

The field of study is normally not changed in connection with the promotion.

**Area-specific regulations – Faculty of Science, approval ON June 5, 2025, revision ON (del) August 19, 2026, valid from August 19, 2026.**

The applicant should have completed the course given by the Centre for the Advancement of University Teaching, *Research supervision — theory and practice* or equivalent.

Before the promotion decision, the overall assessment shall be made in which the following assessment criteria will be considered and weighted together:

1. The research expertise should be demonstrated in the way that the applicant is internationally recognized in their field of employment, for example as invited speaker or by assignments as reviewer.
  2. The applicant's research publications should be of high quality and have been published in well recognized international journals with peer-review.
  3. The applicant should have built up and carry out their own research in a significant amount and of high quality. Moreover, the applicant should have recurrently secured research funding in national and/or international competition.
  4. The applicant's long-term research plan should be of high quality.
  5. The applicant should have demonstrated academic leadership, for example as a member of committees or boards at the departmental-, faculty, or central university level, or through having had leadership assignments nationally or internationally, and should have experience of research administration.
  6. The applicant's teaching skills should be demonstrated through high-quality teaching in a significant amount, and include independent development of a course or a larger part of a course as well as the development of teaching. The teaching should have been carried out in the first, second and third cycle levels.
  7. The applicant should demonstrate a reflective and student-centered approach with a clear link between teaching and examination, and have developed their teaching with respect to research in teaching and learning in higher education and proven experience.
  8. The applicant should demonstrate experience of teaching at the third cycle level. This includes that the applicant should have been the *de facto* principal supervisor of at least two PhD students, who have been awarded doctoral degrees. The term "*de facto* principal supervisor" means being responsible for the entire process, including active supervision of the research project(s).
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9. The applicant should have demonstrated a comprehensive view of the education and engagement in the education, for example by having contributed to the development of study programs or as a pedagogical leader.
10. The applicant should demonstrate experience of individual supervision besides PhD supervision, for example degree project supervision or postdoc supervision.
11. The applicant should provide documented experience of society outreach.

### III. Promotion from Researcher to Professor under special circumstances

#### **Local regulations, AOSU 4.4**

A researcher who has been or will be appointed a Wallenberg Academy Fellow or recipient of a position in the Pro Futura programme can be promoted to Professor in accordance with the current rules for promotion from Associate Professor to Professor. Under special circumstances, the President may also grant the opportunity for promotion in cases deemed to be of a similar nature.

*Disclaimer: In the case of a discrepancy between the Swedish original and the English translation of this document, the Swedish version takes precedence.*

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