Instructions to evaluators of tenure track and professor positions at the University of Oulu

We provide these instructions as a guideline for academic evaluators who have been asked to give their expert views on candidates considered for professor positions or tenure track positions. Tenure track positions may be allocated to the career levels of assistant professor or associate professor. The career levels relevant for evaluation and related entry criteria are described in the appendix.

Please submit your evaluation by the given deadline in order to be eligible for the evaluation fee. Unfortunately, delayed evaluations cannot be used in the selection process.

According to Finnish legislation, recruitment documents in universities are, in principle, public. Please note that your evaluation will be shared with all evaluated candidates as well as to other parties if requested.

Guidelines to the evaluators

From the two lists below, please complete the steps applicable to the career level of candidates that you are evaluating.

Please note that in tenure track positions, the candidates are expected to reach the following ratings in order to be recruited:

- 5 or 6 (as per the scale given in this document) in the category ‘scientific activity’
- ‘Overall rating’ of 5 or 6

This criteria does not apply to professors, unless explicitly stated.

Assistant professor positions (tenure track):

- Familiarize with the evaluated candidates’ application documents
- Give a written assessment of the top candidates in relation to their career level. In their applications, the candidates have asked to state the career level on which they wish to be evaluated. Please note that
there may be candidates on different career levels applying for the same position.

- At this level, consider both evidence and potential in scientific activity, and primarily potential in other merits, as the applicant is at a rather early stage in their career.

- Fill the included table with numerical ratings and include it in to the written statement.

Associate professor positions (tenure track):

- Familiarize with the evaluated candidates’ application documents

- Give a written assessment of the top candidates in relation to their career level. In their applications, the candidates have asked to state the career level on which they wish to be evaluated. Please note that there may be candidates on different career levels applying for the same position.

- At this level, balance the evidence of experience with the candidate’s estimated future potential.

- Fill the included table with numerical ratings and include it in to the written statement.

Professor positions:

- Familiarize with the evaluated applicants’ application documents

- Give a written statement of each applicant’s competence for a professor’s position. Please focus particularly on scientific qualifications but consider also other merits when possible.

- For those candidates that are considered competent, please fill the included table with numerical ratings and include it in to the written statement.

**Evaluated merits and scale at all career levels**

Please evaluate the following merits of each applicant:

a) scientific activities in the academic or industrial context and their reflection in the publication record, scientific presentations and other recognitions, e.g. awards and patents;

b) teaching activities and their evaluation (teaching portfolio; including student’s evaluation);

c) supervision of diploma and doctoral students;

d) acquisition of competitive research funds;

e) international scientific activities and contacts;

f) services for the academic community; and
g) Academic and societal relevance and potential of activities

Please rate each of the above topic on a scale 1-6 as follows:

(6) Outstanding: Demonstrates exceptional novelty and innovation. Potential to substantially advance science at global level.
(5) Excellent: Extremely good in international comparison – no significant elements to be improved.
(4) Very good: In general sound, but contains a few elements that could be improved.
(3) Good: In general sound, but contains important elements that should be improved.
(2) Fair: Contains flaws. In need of substantial modification or improvement.
(1) Poor: Severe flaws that are intrinsic to the proposed project or the application.

In addition, please give an overall rating which is not required to be the mathematical average of the ratings given above. The overall rating is meant to reflect the potential of the applicant in relation to the career level at which they are evaluated. Please also give a ranking list of the applicants: one list per career level (included as a separate row on the evaluation table) and – if there are candidates evaluated at different career levels – another ranking the suitability of candidates regardless of their career level (not included in the table, a free-format list of your recommendations).

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<th>Topic</th>
<th>Applicant 1</th>
<th>Applicant 2</th>
<th>Applicant 3</th>
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<td>Ranking**</td>
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(Outstanding (6) – Excellent (5) – Very Good (4) – Good (3) – Fair (2) – Poor (1) – Not Applicable (N/A))

(*Overall rating: reflects the potential of the candidate in relation to their career level)

(**Ranking: candidates ranked against one another, 1st being the most suitable)
APPENDIX. CAREER LEVELS

Assistant Professor (equivalent of Postdoctoral Researcher)

The position of an Assistant Professor is intended for a person who has recently finished their doctorate and is moving towards a professional researcher career. Doctors, who have received their doctoral degree a maximum of ten years ago, may be appointed to the position of an Assistant Professor.

The position of an Assistant Professor requires an applicable doctoral degree, the ability to work independently and the teaching skills required in the position.

Associate Professor (equivalent of Senior Research Fellow)

The person selected to the position of an Associate Professor is required to have an applicable doctoral degree as well as evidence of scientific research work and the teaching skills required in the position.

The position requires the ability to lead a research group and acquire supplementary research funding. In the selection process, scientific work abroad and proof of international cooperation are emphasized.

Professor

The person selected to a position of a Professor is required to have a doctoral degree, high-quality scientific or artistic qualifications, experience of leading scientific research, ability to provide high-quality teaching based on research and supervise thesis work as well as evidence of international cooperation in the research field they represent. In addition to this, the position of a Professor requires skills to act as an academic leader.