



Aalto University
School of Business

BIZ Tenure Track Committee

**Supplemental Guidelines for reaching tenure
and being promoted to full professor**

updated in May 2025

N.B.

These supplemental guidelines do not replace the Aalto University tenure track guidelines (Aalto Tenure Track Policies and Procedures) but supplement them with Business School specific criteria or elaborations.



Reaching tenure (Associate professor) - BIZ elaborations / additional criteria for research

Requirements (to reach evaluation **high quality**):

- Strong publication record: research output comparable to recently tenured professors at similar rank in the same field at relevant peer institutions
- Ability to publish in the best outlets (usually at least one publication in FT50 or ABS-4*/4 - listed academic journals)
- In general, a total of 12 months of experience at another university or research institute, of which at least 6 months international experience
- Demonstrate own research agenda
- Leading role in some research project(s)

Merits (that can lead to evaluation **excellent**):

- Multiple publications in the best research outlets, such as journals listed in FT50 and ABS-4*/4, but also in ABS-3 and JUFO-3, or books published by leading academic publishers
- Recognized quality through awards, prizes or high citation numbers
- Extensive international research collaboration
- Competitive external funding (e.g. ERC grants and project funding through Research Council of Finland or EU) –
- Evidence of societal influence through research
- Building and leading a research team

Reaching tenure (Associate professor) – BIZ elaborations/additional criteria for teaching

Requirements (to reach evaluation **high quality**):

- Responsible teacher for multiple (at least two) courses
- At least an evaluation of "good" by BIZ Teaching Evaluation Committee

Merits (that can lead to evaluation **excellent**):

- An evaluation of "excellent" by BIZ Teaching Evaluation Committee
- Development of new teaching/learning materials
- Evidence of wide adoption of teaching/learning material
- Evidence of excellent learning outcomes
- Significant teaching awards
- Experience and high-quality feedback in executive education teaching
- Experience and high-quality feedback at a leading international university or business school

Reaching tenure (Associate professor) – BIZ elaborations / additional criteria for societal interaction and academic leadership

Merits (*examples of activities that can be counted as merits*):

- Serving as an editor or a member of an editorial board in high quality academic journals
- Organizing conferences
- Major evaluation tasks e.g. external evaluation of doctoral theses
- Significant reviewing for high quality journals
- Academic leadership roles/ positions of trust in international scientific community
- Participation in Aalto University wide collaborative initiatives
- Collaboration with corporations and other stakeholders
- Participation in development of legislation
- Membership in governmental and other societal committees
- Membership in corporate and non-profit boards
- Participation in public debates or policy making

Promotion to Full Professor - BLZ **additional criteria** for societal interaction and academic leadership

Focus is now mainly in the **time after tenure**. All of the supplemental criteria described above are relevant, but with increased emphasis on:

- Achievements in **doctoral education** (e.g. successful placement of supervised doctoral candidates)
- Evidence of **increasing service, e.g.:**
 - Role in educational program management and development
 - Mentoring and coaching of junior colleagues
 - Formal training developing academic leadership
 - Academic leadership positions including committees & educational programmes
 - Service to the scientific/artistic community and/or industry and society at large