

COMPREHENSIVE ASSESSMENT OF TEACHING COMPETENCE

The president of Aalto University has outlined principles for the tenure track and the lecturer career system. To complement these principles further general guidelines are provided in order to support the process described in Policies and Procedures. Each Aalto school can develop the given guidelines to ensure that the requirements are in line with the best practices in their respective scientific fields. The assessment procedure, documents needed and assessment criteria are public and can be viewed by prospective applicants.

As part of the recruitment and/or promotion process, the candidate is asked to present her/his teaching competence by a teaching portfolio, demonstration of teaching skills and an interview concerning teaching competence. The assessment is comprehensive in terms of taking into account experience and merits presented in the teaching portfolio, performance during the teaching skills demonstration, and outcome of the interview.

To ensure the quality and expertise in the assessment of teaching competence, each Aalto school has an assessment committee whose members have proficiency in the assessment of teaching competence. The teaching competence assessment committee reviews the teaching competence and writes a statement for the academic recruitment committee. The aim is that the entire process follows the principles of equality, impartiality and fairness at all times.