

Professor of Practice: Requirements, recruiting and evaluation criteria

The position of Professor of Practice provides an opportunity to engage qualified, business or public sector leaders and experts with academic background to Aalto University for special purposes.

The title acts as a mechanism through which practical expertise and societal knowledge transfers to the university community.

The Dean decides to set up the position.

Requirements

The position is considered a professor position with School-level requirements and external evaluation. A doctoral degree and experience in teaching, research and professional work are required for obtaining such a position.

Furthermore, a commitment to develop the field through research and professional work and teaching activities is necessary.

Work profile

Work responsibilities in research and professional work, teaching and service (i.e. activity in the scientific community, academic leadership and societal interaction) are individually agreed with each candidate. However, emphasis is on the teaching duties.

Employment contract

A fixed-term (full-time or part-time) position, for which contracts are mostly made for three to five years.

Recruiting

A Professor of Practice position can be filled through a competitive or an invitational recruitment process.

Step 1

The Head of Department proposes to the Dean starting of the recruitment process. The proposal includes:

- grounds for the position
- field of the professorship
- recruitment process (competitive or invitational)
- in case of competitive recruitment, the requirements for the position
- in case of invitational recruitment, merits of the person to be invited
- other matters, and
- composition of a departmental committee (2-3 professors of the department).

Step 2

The Dean approves the field of the professorship and the use of competitive recruitment or the invitation of the person proposed to the position of Professor of Practice.

Step 3

The departmental committee, appointed by the Dean, launches the review process:

- the departmental committee collects the necessary material;
- the departmental committee asks for expert reviews (at least 2 experts); and
- the candidate(s) visit the university, the candidate(s) teaching competence is verified and the departmental committee interviews the candidate(s).

Step 4

Based on the evaluation of the candidate's merits and competence, the departmental committee puts forward a proposal to the Dean for inviting the person to a Professor of Practice position.

Step 5

The Dean makes the recruitment decision after consulting the school's tenure track committee.

Evaluation criteria

Research

The volume of important publications, their quality and impact, including the quality of the publication forums from the viewpoint of the candidate's field of research.

- Publications in the field of the professorship.
- Visions and goals, work in progress, scientific collaborations, national/international networking

Ability to conduct research

- Research profile, e.g. as co-investigator and project partner.

Teaching

Teaching experience incl. supervision of master's and bachelor level theses.

Development of teaching, experience in course development and pedagogical studies are considered merits.

The quality of teaching

- Teaching competence evaluation by departmental committee, including successful teaching demonstration

Service

Service to scientific community

- Research management and research team management
- Other merits

Practical expertise and societal knowledge

Practical expertise in societal activities, industry collaboration, entrepreneurial promotion, interaction with stakeholders, and/or collaboration with decision-makers.