

Evaluation criteria for tenure track professors

This is a summary of the review criteria for reaching tenure or full professorships by Aalto University and Aalto School of Engineering. For candidates in the tenure track, both the tenure and promotion reviews focus mainly on merits achieved since the last review of recruitment.

Tenure and promotion reviews are conducted through a comprehensive evaluation in the main evaluation dimensions: research/artistic work, teaching and service (i.e., activity in the scientific community, academic leadership and societal interaction). Candidates recruited directly to tenured positions are evaluated using the same criteria as professors in the tenure track reviewed for tenure or promotion to the corresponding level.

The minimum requirements for reaching tenure are

- **excellence** in research and/or artistic work and **high-quality** teaching, or
- **excellence** in teaching and **high-quality** research and/or artistic work.

The Aalto University Tenure Track Policies and Procedures (president's decision 29 Feb 2016) lists a set of key criteria that especially are to be evaluated in the tenure review and that also form the basis for determining the overall level (e.g. excellent or high quality) of both research/artistic work and teaching. These criteria are presented below together with any specifications made by the school tenure track committee.

For a full list of factors that could be considered in tenure and promotion reviews, please see Aalto University Tenure Track Policies and Procedures (president's decision 29 Feb 2016, pages 21-22)

Tenure (and promotion) review criteria at Aalto University (president's decision 29 Feb 2016)	School's specifications of the criteria
Key criteria in research/artistic work	
The most important publications and their quality and impact including the quality of the publication forums from the viewpoint of the candidate's field of research; and/or the most important artistic works and their quality and impact.	<i>Can be demonstrated by:</i> Consistency and increasing quality of publications Evidence of scientific impact (citations) For full professor additionally: Development in the number and quality of publications Evidence of scientific impact (number of highly cited articles)

<p>Research/artistic work in other universities and research institutes or in professionally relevant positions (including doctoral studies and the postdoctoral phase).</p> <p>In most cases, a decision to grant tenure requires that the candidate has spent at least one year at another university or research institute or has equivalent expertise.</p>	
<p>The ability to build and lead a research/artistic team including possible doctoral students and postdoctoral research associates or artistic professionals supervised by the candidate.</p> <p>Full professors (promotion review): Increased emphasis on international (and national) visibility and standing of the candidate and her/his team in the field.</p>	<p><i>Can be demonstrated by:</i></p> <p>Recruitment of at least several doctoral student Mentoring of one doctoral student to completion</p> <p><i>For full professor additionally:</i> Has the research portfolio developed to include new or multi-disciplinary topics</p>
<p>The capability of raising competitive research funding or corresponding competitive funding in the artistic field.</p> <p>Full professors (promotion review): Increased emphasis on success in winning competitive funding,</p>	<p><i>Can be demonstrated by:</i></p> <p>Regularly received external research funding Preparation of competitive grant applications</p> <p><i>For full professor additionally:</i> Success in receiving competitive funding</p>
<p>The ability to conduct independent research/artistic work.</p>	<p><i>Can be demonstrated by:</i></p> <p>Statements from external experts confirm that the individual has potential to become an established international-level researcher</p> <p><i>For full professor additionally:</i> Statements from external experts should clearly confirm that the individual is a recognized international-level researcher in science or technology and should justify this by referencing specific topics, publications or achievements which are noteworthy. Evidence of growth as an international network leader (international positions of trust, editorial board membership, invited talks, sought-after partner for sabbatical leave, etc..)</p>

Key criteria in teaching	Teaching is largely evaluated based on Teaching portfolio and lecture evaluation by TCAC
Teaching experience including supervision of doctoral, master and bachelor level theses. Full professors (promotion review): Increased emphasis on achievements in doctoral education.	
Development of teaching and experience in course development in the field. Full professors(promotion review): Increased emphasis on experience in curriculum development.	
Pedagogical education and studies.	<i>Can be demonstrated by:</i> Pedagogical studies completed (as agreed with dean)
Quality of student feedback.	
Collegial feedback (e.g., Head of Department or director of degree programme) and utilization of student and collegial feedback in developing teaching.	
The ability to teach.	

Full professor promotion review criteria for service (president's decision 29 Feb 2016)	School's specifications of the promotion review criteria for service
In addition, the candidate is expected to have increasing contributions to service , for example, including the following activities: <ul style="list-style-type: none"> • the candidate's outreach and dissemination of her/his work; • collaboration within Aalto University, schools and the departments, such as committees, working groups and task force memberships; • mentoring and coaching of junior colleagues; • formal training developing academic leadership; • academic leadership positions including committees and educational programs; and • service to the scientific/artistic community and/or industry and society at large. 	The individual is expected to demonstrate service in one or more of the areas: within the Aalto Community, to the International Scientific Community and/or to Aalto Stakeholders. The extent and quality of service is satisfactory with respect to goals set by the department head