BIZ Tenure Track Committee
Guidelines for reaching tenure and being promoted to full professor

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BIZ Tenure Track Committee guidelines for research

Requirements (to reach evaluation high):

• 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, especially in 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 Academy of Finland or EU)
• Evidence of societal influence through research
• Building and leading a research team
Guidelines for teaching

Requirements (to reach evaluation high):

- Responsible teacher for multiple (at least two) courses
- BSc or MSc thesis supervision
- Evidence of course development
- Pedagogical studies (minimum 5 credits)
- Systematic collection and use of feedback
- 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 feedback
- Evidence of excellent learning outcomes
- Significant teaching awards
- Active role in educational program development and management
- Experience and high quality feedback in executive education teaching
- Experience and high quality feedback at a leading international university or business school
- PhD thesis supervision and PhD teaching
Guidelines for societal interaction and academic leadership

Requirements:

• Active role in university, school and/or department related academic activities (e.g. committees or task forces)

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

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

• International visibility and standing (“known for something”)
• Success in winning competitive funding
• Achievements in doctoral education (e.g. successful placement of supervised doctoral candidates)

The candidate is also expected to show evidence of increasing service, e.g.:

• Candidate’s outreach and dissemination of her/his work
• Role in educational program management and development
• 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 & educational programmes
• Service to the scientific/artistic community and/or industry and society at large