



Aalto University
School of Electrical
Engineering

ELEC guidelines

Tenure track Assistant (1st term and 2nd term) and Associate Professors (fixed-term)

Updated 23.11.2017: duration of 1st and 2nd term assistant professor appointments in line with Aalto 2016 PP – TT career diagram

	Assistant Professor, 1st term at ELEC	Reappointment (from 1st term to 2nd term as Assistant Professor)	Recruitment directly to the position of Assistant Professor, 2nd term at ELEC
Appointment	Fixed-term, 3 (-5) years	Fixed-term, 4 years	Fixed-term, 4 years
Decision	Dean	Dean	Dean
Research			
Requirements	<ul style="list-style-type: none"> At least 1 post doc period Articles published after doctoral degree: typically 4 per year 	<ul style="list-style-type: none"> At least 1 post doc period Progress in Aalto, demonstrated potential to high quality research: articles published after doctoral degree, typically 4 per year Clear research plan Capability to raise non-competitive and/or competitive research funding Typically 4-8 years since doctoral degree 	<ul style="list-style-type: none"> At least 1 post doc period Demonstrated potential to high quality research: articles published after doctoral degree, typically 4 per year Clear research plan Capability to raise non-competitive and/or competitive research funding
Merits	<ul style="list-style-type: none"> Typically 2-5 years since doctoral degree Mobility: working experience at another university/research environments than the one where he/she graduated (incl. doctoral studies and the post-doctoral phase) Working abroad after doctoral degree is an advantage for graduates from the Finnish universities 	<ul style="list-style-type: none"> Mobility: working experience at another university/research environments than the one where he/she graduated (incl. doctoral studies and the post-doctoral phase), typically at least one year in aggregate Ability to conduct independent research Merit: Excellence funding, e.g. ERC, EU, national (such as Academy of Finland), etc. 	<ul style="list-style-type: none"> Typically 3-8 years since doctoral degree Mobility: working experience at another university/research environments than the one where he/she graduated (incl. doctoral studies and the post-doctoral phase), typically at least one year in aggregate Graduates from Finnish universities: working abroad after doctoral degree Ability to conduct independent research: publications (without supervisor or instructor as co-author) with significant contribution

Tenure track position, fixed-term

	Assistant Professor, 1st term at ELEC	Reappointment (from 1st term to 2nd term as Assistant Professor)	Recruitment directly to the position of Assistant Professor, 2nd term at ELEC
Teaching			
Requirements	<ul style="list-style-type: none"> Teaching portfolio Demonstrated participation in teaching 	<ul style="list-style-type: none"> Teaching portfolio Demonstrated participation in teaching including supervision of doctoral, master and bachelor level theses 	<ul style="list-style-type: none"> Teaching portfolio Demonstrated participation in teaching including supervision of doctoral, master and bachelor level theses
Merits	<ul style="list-style-type: none"> Pedagogical studies 	<ul style="list-style-type: none"> Pedagogical studies started, typically at least 5 credits of pedagogical studies Evidence of collecting feedback and utilizing it systematically 	<ul style="list-style-type: none"> Pedagogical studies, typically at least 5 credits of pedagogical studies Evidence of collecting feedback and utilizing it systematically
Activity in community			
Requirements	<ul style="list-style-type: none"> Activity in scientific community 	<ul style="list-style-type: none"> Activity in scientific community Active participation in university/school/department level common tasks 	<ul style="list-style-type: none"> Activity in scientific community Active participation in university/school/department level common tasks
Merits	<ul style="list-style-type: none"> Active participation in university/school/department level common tasks Industrial experience 	<ul style="list-style-type: none"> Industrial experience, applied research experience, technical outcomes, IPR 	<ul style="list-style-type: none"> Industrial experience, applied research experience, technical outcomes, IPR
Other requirements	<ul style="list-style-type: none"> External evaluation (min 4 reviewers) The evaluation is mainly based on potential and merits when recruiting to assistant professor first term 	<ul style="list-style-type: none"> External evaluation (min. 3 reviewers) Overall evaluation by the department: for assistant professor, 2nd term, the emphasis of evaluation is on merits and potential. Demonstration of the potential shown in the earlier phase 	<ul style="list-style-type: none"> External evaluation (min. 4 reviewers)

ELEC REAPPOINTMENT REVIEW

(from 1st term to 2nd term as Assistant Professor)

Departmental committee composition:

- *full professors + if not possible, then tenured associate profs*
- *at least one member from outside the department / school*

Duration of 2nd term contract at ELEC:

- Aalto guidelines: assistant prof, 1st term – usually 3 (-5) years; total length of assistant professor position (1st + 2nd)
- 7(-9) years
- Duration of the 2nd term: 4 years

Overall evaluation

- Teaching evaluation: statement of OpLaa
- External evaluation (min. 3 reviewers)

International experience:

- Mobility; working experience at other university/research environments than the one where he/she graduated (incl. doctoral studies and the post-doctoral phase), typically at least one year in aggregate

Activity in community:

active participation in university/school/department level

is merit for the 1st term; **requirement for the 2nd term**

Associate Professor (fixed-term) at ELEC

Tenure track
position, fixed-
term

Decision-maker	Dean
Appointment	Fixed-term, 5 years (in some cases it is possible to recruit an associate professor on a fixed-term contract)
Research	
Requirements	See <i>Evaluation criteria for tenure track professors in ELEC, revised 5.10.2017</i>
Merits	See <i>Evaluation criteria for tenure track professors in ELEC, revised 5.10.2017</i>
Teaching	
Requirements	See <i>Evaluation criteria for tenure track professors in ELEC, revised 5.10.2017</i>
Merits	See <i>Evaluation criteria for tenure track professors in ELEC, revised 5.10.2017</i>
Activity in community	
Requirements	See <i>Evaluation criteria for tenure track professors in ELEC, revised 5.10.2017</i>
Merits	See <i>Evaluation criteria for tenure track professors in ELEC, revised 5.10.2017</i>
Other requirements (by Aalto)	External evaluation; at least 4 reviewers; the recruiting process follows the Aalto tenure track recruiting and advancement guidelines!

Aalto tenure track

Principles of Aalto tenure track are described in detail in "[Aalto Tenure Track – Policies and procedures –document](https://inside.aalto.fi/display/enhrs/Principles)" (updated February 2016) <https://inside.aalto.fi/display/enhrs/Principles>

