



## *Instructions to expert advisors:*

# Description of assessment criteria in relation to employment of **associate professor** at the Faculty of Medicine, Umeå University

(Established by decision of the Board of the Faculty of Medicine 11-02-2019, The Swedish version has priority over this translated version).

In assessments of applicants for employment as associate professor at the Faculty of Medicine, Umeå University, expert advisors shall assess competence and review and weigh assessment criteria, based on the **employment profile** for the relevant position. Additionally, as further guidance, this document contains a general description of the assessment criteria that may apply in relation to employment as associate professor at the Faculty of Medicine.

Please note that:

- The employment profile is the most important guiding document in the assessment before an employment, and the descriptions below are only a supplement to the employment profile.
- Only the employment profile includes absolute competence requirements for the relevant position.
- The employment profile specifies *which* of the assessment criteria are applicable for the position and how these should be weighed against each other.
- The employment profile specifies whether anything specific should be considered in the assessment criteria for the relevant employment, other than the general guidelines set out below.
- Other than the employment profile, the general guidance below identifies the components that should be taken into account for the various assessment criteria that may apply (1 and 2 always apply according to Umeå University's employment procedure).

The expert assessment must always include an account of how the gender equality aspect has been considered, unless this is obviously unnecessary because all applicants are of the same gender. Differences in international merit systems should also be taken into account.

All assessment criteria that are considered applicable to the position in the employment profile must be assessed, however it is the overall assessment that is decisive.

Each of the scientific skills and the teaching skills have separate weights in the employment profile, (3, 2 or 1, where 3 weighs heaviest). Likewise, other assessment criteria can have a weight, or be weighed jointly with others, with the same numbering system.

## 1. Criteria in the assessment of scientific skills

If scientific skills are weighted as 3 in the employment profile for the relevant position, the applicant must show ongoing research and should have scientific publications in a scope equivalent to at least a Ph.D. doctoral thesis the quality should also be taken into account. The applicant's scientific activities after the thesis defence must show scientific independence, e.g. through senior authorship and publications without a previous principal supervisor.

If scientific skills are weighted below 3 in the employment profile for the relevant position, the



applicant must show some scientific independence and should have a scientific production in a scope equivalent to at least a doctoral thesis; the quality should also be taken into account.

The number of articles should be taken into account, but the greatest emphasis should be on quality and impact (nationally and internationally) for the area of research.

Criteria in assessment of scientific skills include according to Umeå University's employment procedure:

- A. Breadth and depth of research – quality and scope
- B. originality of research
- C. productivity
- D. contributions to the international research community
- E. assignments within the scientific community
- F. the ability to competitively obtain external research funding
- G. collaboration with the surrounding society

At the Faculty of Medicine, the following constitutes guidance on the contents of an assessment of the respective criteria for scientific skills:

#### *A. Breadth and depth of research – quality and scope*

**The following is meritorious:**

- works published in established international journals with a peer review system
- work cited by other senior research fellows
- completed post-doctoral research at an academic institution other than where the applicant completed his/her doctoral studies

#### *B. Originality of research*

A lot of emphasis is placed on original and innovative research.

**The following is meritorious:**

- formulating original scientific questions
- setting up original research methods

#### *C. Productivity*

**The following is meritorious:**

- Prolific scientific activity with special emphasis on the previous eight years
- several first and last authorships and being senior and leading advances in his/her subject

#### *D. Contribution to the international scientific community*

**The following is meritorious:**

- publications in reputable international journals with a peer review system
- invitations to author overview articles in reputable international journals
- presenting research results at conferences
- invitations as lecturer at international congresses
- participants in scientific committees

#### *E. Assignments within the scientific community*

**The following is meritorious:**

- review assignments for international journals
- membership of editorial committees
- opponent assignments and participant in grading boards
- being an advisor for governmental agencies or private foundations
- having organised regional, national or international conferences



- membership and elected office in associations within the applicant's area of research

#### *F. The ability to competitively obtain external research funding*

**The following is meritorious:**

- research grants obtained in competition with the applicant as main applicant. Relevant ownership of research grants in national competition (e.g. Cancerfonden, Hjärt-Lungfonden, SSF, FORTE) or international competition (e.g. EU, NIH) where projects are subject to peer review.

#### *G. Collaboration with society*

**The following is meritorious:**

- initiation and participation in outreach information, e.g. contributions to popular science literature in various contexts
- having made research results practically useful
- patenting of scientific discoveries

## 2. Criteria for assessment of teaching skills

If teaching skills are weighted as 3, the applicant is expected to demonstrate at least 120 hours teaching and experience of course responsibility or equivalent.

If teaching skills are weighted below 3, the applicant is expected to demonstrate certain teaching in a scope equivalent to completed teaching of at least 50 hours.

Criteria in assessment of teaching skills include according to Umeå University's employment procedure:

- A. an ability to plan, implement and evaluate teaching and an ability to supervise and examine students at every level of education
- B. the ability to vary teaching methods and examination formats in relation to expected study results and the nature of the subject
- C. experience of collaboration with the surrounding society in planning and implementation of education
- D. participation in the development of learning environments, teaching aids and study resources
- E. a reflective approach to student learning and one's own role as a teacher

At the Faculty of Medicine the below constitutes guidance on the contents of an assessment of the respective criteria for assessment of teaching skills:

#### *A. Ability to plan, implement and evaluate teaching and ability to supervise and examine students at all levels of education*

**The following is meritorious:**

- broad, thorough and up-to-date knowledge in the relevant teaching subject
- ability to convey commitment and interest in the subject matter
- principal or assistant supervisor of PHD students
- postdoctoral supervision
- participation in third-cycle courses
- participation in seminars aimed at PhD students
- participation in examination in research training
- prizes and awards relating to teaching work



*B. Ability to vary teaching methods and examination formats in relation to expected study results and the nature of the subject*

**The following is meritorious:**

- experience from various teaching levels, teaching formats and examination formats

*C. Experience of collaboration with the surrounding society in planning and implementation of education*

**The following is meritorious:**

- demonstrated production of information and teaching materials, mainly aimed at parties outside the universities and with an interest in the relevant area

*D. Participation in the development of learning environments, teaching aids and study resources*

**The following is meritorious:**

- ability to develop teaching materials to stimulate and improve learning
- spreading of methods and teaching approach leading to teaching models and teaching aid that can be used by others

*E. A reflective approach to student learning and one's own role as a teacher*

**The following is meritorious:**

- an approach permeated by promotion of learning and work according to a mindful educational philosophy
- demonstrated relevant teaching and future development potential
- knowledge about the learning process
- an educational philosophy based on a scientific approach that promotes student learning
- that the teaching ability reflects a holistic approach

### 3. Criteria for assessment of administrative skills

Should only be considered where administrative skills have been specified as an assessment criterion in the employment profile for the position.

**The following is meritorious:**

- assignment as committee member or equivalent at university level, within a faculty, institution or county council/region municipality
- administrative assignment at university level, within a faculty, institution or county council/region municipality

### 4. Skills in leading personnel and operations

Should only be considered where skills in leading personnel and operations have been specified as an assessment criterion for the relevant position in the employment profile.

**The following is meritorious:**

- recruitment and management of personnel
- assignment as head of department/section or equivalent
- management of personnel and activities in other organisations



## 5. Criteria for assessment of clinical skills

Should only be considered where clinical skills have been specified as an assessment criterion in the employment profile for the position.

Clinical skills are required for a position as university lecturer associated with employment in healthcare.

The following are criteria in an assessment of clinical skills at the Faculty of Medicine, Umeå University:

- quality of own clinical work
- management or investigative appointments within healthcare organizations
- development work in diagnostics, therapy, prevention and healthcare processes
- experience of quality improvement work on regional and national levels
- interdisciplinary or cross-speciality work on national and international levels
- national and international appointments, for example for the SBU or the National Board of Health and Welfare
- prizes and awards relating to clinical work