

Revised April 2019

Guidelines for the Expert Committee to be used for the assessment of academic competence for Associate Professor and Professor positions at the Faculty of Economics and Management, NTNU

The guidelines have been issued pursuant to the “Regulations concerning appointment and promotion to teaching and research posts” (FOR-2006-02-09-129) and “NTNU’s staff regulations for academic posts”.

The committee considers whether the individual applicant is competent for the position of Associate Professor or Professor, or is not qualified for the position. The statement must explicitly specify the applicant’s in-depth subject area and specialization. For advertised positions, the applicant must meet all the requirements in the description of the position in order to qualify for the position.

Assessment criteria

Applicants must be considered from the perspective of the following criteria: Criterion 1 is given the greatest weight, and Criterion 2 somewhat less. The remaining criteria are given equal weight, lower than the first two criteria.

1. Academic qualifications

The emphasis in the total assessment of the applicants is placed on the academic works submitted. These are to be considered on their academic merits, regardless of the status of the publishing channel (see The [San Fransisco Declaration on Research Assesment](#)).

Professor

Any submitted articles that are part of the applicant’s PhD thesis should be evaluated against the requirements below, apart from the requirement “quantity”.

For a professorship, the following requirements must be met:

- ***Quantity:*** What constitutes “significant academic production” must be assessed in relation to disciplinary traditions and must be based specifically on the content of the publications and the effort committed to them. A guiding norm is that the academic production should be equivalent to 8–10 journal articles of full length (in addition to the doctoral work) or two to three academic

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books of good quality and with different content. The applicant must have provided significant contributions in all of these 8-10 publications and been the main contributor in the research work and production of the majority of the publications (two-thirds). For extensive co-authorship, a higher number of works may be required.

- ***Quality:*** The results must be well supported and clearly expressed, as required for publication in reputable national and international academic journals or by reputable publishers of academic books. Emphasis must be placed on whether the works have been or may become significant to the development of the discipline or to practice in the area. Emphasis must also be placed on the originality of the research question, method or data sources. The requirement for originality and significance for development of the discipline is clearly higher than for the doctoral degree, but it is sufficient that some of the publications meet these higher standards.
- ***Breadth:*** The requirement for breadth helps ensure that the applicant is qualified to teach and supervise at a high level in more than one specialization. The applicant's production should include several classes of research questions, themes and research methods. The applicant should have shown an ability to place her or his work in a larger context.
- ***Independence and collaboration:*** The applicant must document that she or he is able to carry out all the essential parts of a high-quality research project independently. This can be documented by works in which the applicant is the sole author (or the first author in the disciplines where this signals the main responsibility for the work), by declarations from co-authors and through experience in project management. In addition, research collaboration and project management should be seen as positive.
- ***Visibility:*** The applicant's work should be published (or accepted for publication) in channels that have satisfactory quality control and where it can be seen by other researchers who will build on or critique the results. Emphasis is placed on publication in reputable international channels, but when the topic so indicates, publication in national channels is acceptable. Emphasis is also placed on what was regarded as good publication practice in the discipline at the time of publication.
- ***Relevance:*** The applicant's work should be related to the forefront of research at the time of publication. Some of this work should have been done within the preceding five years. In the assessment of the quantity and breadth, emphasis can be placed on the entire list of publications, including publications that were not submitted to the evaluation committee.
- ***Innovation:*** Work that represents innovation in the discipline is emphasized as highly positive.
- The academic competence of the applicant must be clear and unequivocal to qualify for the position. In connection with appointment, the competence should be within the subject area for the position. Works in other subject areas may count, but will be weighted according to what they indicate about competence in undertaking research and teaching in the relevant subject area. At least two-thirds of the requirements for quantity, as defined above, should be met by work that is clearly within the subject area of the position, and some of this work should have been produced within the past five years. If the subject area is a narrow specialization, it may be acceptable that a larger part of the work is outside the subject area.

For the position of Associate Professor, the following requirements must be met:

This position requires a doctoral degree awarded in the Norwegian system within the relevant subject area, or an equivalent doctoral degree awarded in another country that is recognized as equivalent to a doctoral degree earned in Norway in the relevant subject area, or competence at an equivalent level, documented through academic work of the same quantity and quality in the relevant subject area. Documentation of qualifications is a prerequisite. The relevant subject area is described in the description of the position or in the text of the advertisement. Normally, it is a prerequisite that all or part of the doctoral degree has been published or accepted for publishing.

2. Teaching competence

Special consideration and mention shall be given to the applicants' teaching qualifications in the expert statement. For professor competence the national regulation requires "documented competence in relevant educational theory and practice based on training or on teaching and supervision". In addition, it is required that the applicant has taught and supervised on all levels, normally also on PhD-level.

3. Dissemination work

Documented initiatives to disseminate knowledge about academic methods and results must be emphasized.

4. Qualifications in the subject area

Subject area qualifications of other types that are required or highlighted in the description of the position. The assessment is based on submitted material and documented factors.

5. Administrative qualifications

Emphasis is placed on education and experience in administration and management as well as experience from relevant positions.

6. Other activities

Other activities that in terms of the description of the position are required and/or are regarded as qualifying, for example industrial experience, including business start-ups or other forms of entrepreneurship, in which the applicant's own research and development work has been used as the basis. Emphasis may also be placed on patents that have been granted, where these are based on the applicant's own professional work. The assessment is based on submitted material and documented factors.

Adjunct Professor / Adjunct Associate Professor

The same requirements for competence apply to the position of Adjunct Professor/Adjunct Associate Professor as for full-time positions (see the advertisement text).

Administrator's duties

The administrator is the committee's link between the committee members and with the faculty. He/she is to coordinate the experts' work and is responsible for ensuring that the committee meets

deadlines for its work, for compiling and submitting the experts' statement to the faculty, and for dealing with any comments on the statement. The administrator may also be a member of the committee and participate in the assessment of the applicants, but may also only have an administrative role. The administrator's role is specified in connection with the appointment of the committee.

Form of the ranking

The committee must issue a joint statement. The committee should start by presenting and if necessary providing a basis for any aspects of the advertisement of the position that it has found particular reason to emphasize. Each applicant shall be discussed briefly and as fairly as possible in terms of education, academic work and experience. The points above are discussed in separate sections with a conclusion about the competence of each applicant. The applicants' practical/university teaching competence is to be discussed specifically. For applicants whom the committee does not find qualified, the requirements that are not fulfilled should briefly be specified. In the joint evaluation and ranking of the qualified applicants, the weighting of the various dimensions of competence should be described.

As a summary, the committee must provide an assessment of all the applicants' competence, and rank at least the three best qualified applicants in order when there are three or more competent applicants.

Note: In the event of any inconsistency between this English translation and the Norwegian original, the Norwegian version shall prevail.