

**The Norwegian University of Science and Technology
The Faculty of Medicine**

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National standards for the evaluation of professorial competence at the Faculties of Medicine in Norway

Adopted by the National Meeting of Deans in Medicine, Tromsø, 1 July 2015

Revised at the National Mini-Meeting of Deans in Medicine, Svalbard, 6-8 December 2015

2nd revision at the National Meeting of Deans in Medicine, Alta, 2 June 2016

Teaching qualifications

For professorial competence, a basic teaching qualification is required, defined as a course in university teaching/university college teaching. In addition, documented practical teaching competence is required in the form of experience in work related to teaching and examinations as well as to pedagogical planning. Work on development and evaluation, educational leadership, production of teaching materials, awards for teaching and other pedagogical background must also be emphasized.

If the person appointed does not meet the requirements regarding a formal basic teaching qualification, he or she must document such competence within three years after being appointed.

Professorial competence requires documented experience in the supervision of research recruits at various levels. Normally, a requirement for professorial competence will be that the applicant has been the main supervisor of at least one candidate to the point of a completed doctorate (the candidate has defended his or her thesis). This requirement can be waived only if the applicant meets all other criteria, and in addition has distinguished himself or herself significantly beyond what would normally be expected in terms of academic qualifications.

Academic qualifications

Professorial competence requires significant academic production beyond that required for a doctoral degree.

The emphasis is to be on academic work, as well as on research leadership and participation in research projects. The research must be of high quality and must show both breadth and depth. The production must reflect an independent research profile and show the ability to address new questions. Continuous research activity is a prerequisite for the granting of professorial competence. Quality, originality and innovation in academic production are emphasized above the total scope, and more recent works are given greater weight than older works.

The total research production should correspond to a minimum of 15 publications of high quality and originality. The publications should be published in international peer-reviewed journals. At least seven publications after the completion of the doctorate shall be as first or last author, of which at least two as first author.

If some articles have been published in one of the discipline's most prestigious journals and the articles are of very high quality, a reduction in the number of articles required may be considered.

In large academic works of joint authorship, such as large multi-centre studies, the contribution from the applicant should be specified in the application and in a written statement from the head of the studies, or through reference to a recognized contact person who knows the works and the applicant.

The academic requirements for professorial competence are the same regardless of whether the post is a main or an additional position.

Qualifications for dissemination of knowledge and research

Documented dissemination of knowledge and research, efforts to spread knowledge of scientific methods and results shall be emphasized. Popular science articles and information materials are of particular merit.

Qualifications for management and administration

Weight must be given to documented education and practice in administration and leadership, as well as experience from relevant offices held. Administrative experience from teaching and research activities is meritorious. Such qualifications also include the establishment, management and operation of one's own research group, establishment of an academic community and work as an expert in assessment.

Other academic qualifications

Other academic qualifications specified in the description of the post may be considered.

Weighting of the various qualifications

In the overall assessment, the entire breadth of qualifications is to be considered. Greater weight is given to teaching and academic qualifications than to the other qualifications mentioned above.

The fact that an applicant has especially high competence in teaching, administrative work or other qualifying activity does not diminish the requirements for academic competence.