

MH – Dean's Decision HR 25/2020

## **Standards for the evaluation of professorial competence at the Faculty of Medicine and Health Sciences, NTNU**

### **Criteria for evaluation**

#### **Teaching qualifications**

Requirements for professorial competence include fundamental teaching and supervision qualifications at university and university college level consisting of a completed programme in higher education teaching (minimum 200 hours) / relevant courses, practical teaching experience, and fundamental skills acquired in planning, executing, evaluating and developing teaching and supervision activities.

For professorial competence, the following must also be documented:

- Development of quality in the applicant's teaching and supervision over time
- Broad experience in supervision, preferably at master's/PhD level
- Participation in developing educational quality in peer communities in their field.

If justified on special grounds, applicants for appointment as a professor who do not satisfy the requirements for fundamental competence in teaching at university level (see Section 1-4 (3) of the Regulations) may be given a two-year time limit from commencement in the position to fulfil these requirements. This applies primarily to applicants from abroad and for applicants to positions that combine an adjunct professor role with a main position in a health authority.

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 from the start to the completion of a doctorate (the candidate has defended his or her thesis). This requirement can be waived only for applicants from abroad who meet all other criteria, and in addition have distinguished themselves significantly beyond what would normally be expected in terms of academic qualifications. In such cases, the committee must consult the Faculty before submission of the expert assessment.

#### **Academic qualifications**

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

The emphasis is to be on academic works, as well as on research management and participation in research projects. The research must be of a high quality and show both breadth and depth. The research output 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 output should correspond to a minimum of 15 publications after completion of the doctorate. The publications must be of high quality and originality and be published in international journals with peer review. At least seven of the postdoctoral publications must 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 influential journals and the articles are of very high quality, a reduction in the number of articles required may be considered. This is in line with the evaluation criteria for research quality specified in “The San Francisco Declaration on Research Assessment - DORA”.

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 study programme, 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 are to 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 connection with 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.

*The standards adopted by the Faculty of Medicine and Health Sciences (MH) are based on:*

**“Nasjonale normer for vurdering av professorkompetanse i medisin – kriterier for bedømmelse [National standards for assessment of professorial competence – criteria for evaluation]”**

*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, the National Meeting of Deans in Medicine, Alta, 2 June 2016, and the meeting of Deans in Medicine, 24 March 2020.*