



Translation from Finnish

RECTOR'S DECISION
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29 September 2023

Assessment process and criteria for the positions of university lecturer and clinical instructor

The Regulations of the University of Helsinki define the qualification requirements for university lecturers and clinical instructors (section 38). This decision defines University-level assessment criteria for the roles of university lecturer and clinical instructor, and confirms general assessment principles for the advancement of university instructors to the role of university lecturer or clinical instructor.

Assessment criteria for the positions of university lecturer and clinical instructor

The same assessment criteria are applied in both recruitment and the assessment of university instructors for the roles of university lecturer or clinical instructor. When necessary, the focus areas defined in the Regulations (section 38) are taken into account in the overall assessment, depending on whether the relevant position focuses on teaching or research.

Under the Regulations, appointees to the position of university lecturer or clinical instructor must hold an applicable doctoral degree and be able to provide high-quality teaching based on research and to supervise theses. A person who has completed an applicable licentiate degree and is thoroughly familiar with the field of the position may, however, be appointed as a clinical instructor.

The assessment criteria for university lecturers and clinical instructors encompass three areas:

Research qualifications:

- Evidence of active publication in recent years
- Demonstration of other scholarly activity
For example, evidence of independent research activity, the ability to lead a research group, activities in Finnish or international research groups or networks, and experience in the acquisition of research funding

Teaching and supervision qualifications:

- Evidence of teaching and supervision experience and of other teaching qualifications
- Evidence of the ability to develop teaching
- Pedagogical studies

Public engagement:

- Evidence of public engagement

Additional assets may include the following:

- Significant recognition for teaching or research
- International teaching or research collaboration
- Versatile pedagogical training
- Evidence of teaching development in a degree programme or faculty

Internal assessment procedure for advancement from the position of university instructor to that of university lecturer or clinical instructor

As a rule, appointments to university lectureships and clinical instructorships are made through open calls for applications. In some cases, university instructors can advance to the role of university lecturer or clinical instructor through an internal assessment procedure. It can be initiated if the unit requires, as outlined in its HR plan, such a position and if the person in question has the necessary qualifications. The advancement requires an academic assessment based on the criteria defined in this decision and performed according to a unit-specific process, drawing on the career model for university lecturers and clinical instructors.

Rector

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The Finnish-language document has been digitally signed in the records and document management system of the University of Helsinki.