

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
RESEARCH AND/ OR ARTISTIC WORK	Demonstrated potential for high quality research	Demonstrated merits and potential for high quality research <i>Advancement review: demonstrated progress since recruitment</i>	Excellence in research and high quality in teaching OR Excellence in teaching and high quality in research work <i>Tenure review: continued or increasing level of quality and impact since their recruitment or latest level.</i>	Evidence or continued excellence in research and high quality in teaching OR Continued excellence in teaching and high quality in research work <i>For advancement to full professor: demonstrated progress since tenure</i>
Quality and independence of research work	High quality publications in international peer-reviewed forums Citations in relation to the academic level and research field Visions and goals, work in progress Technical outcomes and innovations, similar achievements Scientific collaboration, international networking <i>Merit: Awards, prizes</i>	High quality publications in international peer-reviewed forums. Citations in relation to the academic level and research field. Visions and goals, work in progress Technical outcomes and innovations, similar achievements Scientific collaboration, international networking <i>Merit: Awards, prizes</i>	High quality publications in prestigious peer-reviewed forums of the research field. Citations in relation to the academic level and the research field. International visibility Visions and goals, work in progress Technical outcomes, innovations, and similar achievements Significant scientific collaboration, international networking Impact on the research field Contributions to developing the field or discipline <i>Merit: Awards, prizes, etc. collaboration across disciplines</i>	High quality publications in prestigious peer-reviewed forums of the research field Citations in relation to the academic level and research field. International visibility Visions and goals, work in progress Technical outcomes, innovations, and similar achievements Significant scientific collaboration, international networking High impact on the research field Contributions to developing the field or discipline <i>Merit: Awards, prizes, etc. collaboration across disciplines</i>
Capability to raise external research funding	<i>Merit: Capability in raising funding</i>	Capability to raise external research funding <i>Merit: Excellence funding, e.g. ERC, EU, national (such as Academy of Finland), etc.</i>	Success in acquiring external funding <i>Merit: Excellence funding, e.g. ERC, EU, national (such as Academy of Finland), etc.</i>	Continued success in acquiring external funding <i>Merit: Excellence funding, e.g. ERC, EU, national (such as Academy of Finland), etc.</i>

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
Ability to conduct independent research	<p>Ability or Potential to conduct independent excellent or high-quality research work with original ideas and impact.</p> <p>Excellent or high-quality publications and/or artistic works at appropriate peer reviewed forums.</p>	<p>Ability or potential to conduct independent excellent or high-quality research work with original ideas and impact.</p> <p>Excellent or high-quality publications and/or artistic works at appropriate peer reviewed forums.</p>	<p>Demonstrated ability to conduct independent excellent or high-quality research with original ideas and increasing impact.</p> <p>Excellent or high-quality publications and/or artistic works at appropriate peer reviewed forums.</p>	<p>Continued success in conducting independent excellent or high-quality research with original ideas and impact.</p> <p>International recognition as a scholar in the field.</p> <p>Excellent or high-quality publications and/or artistic works at appropriate peer-reviewed forums</p>
Research leadership and supervising	<p><i>Merit: demonstrated leadership in research, supervision/instruction of students</i></p>	<p><i>Merit: demonstrated leadership in research, supervision/instruction of master's and doctoral students</i></p>	<p>Ability to build and lead a research and/or artistic team or research/artistic work</p> <p>Ability to supervise master's and doctoral students and to mentor post docs</p>	<p>Continued success in building and leading a research and/or artistic team or research/artistic work</p> <p>Continued success to supervise master's and doctoral students and to mentor post docs</p>
Mobility	<p><i>Merit: Research work in other universities and research institutes or professionally relevant positions. international mobility</i></p>	<p>Research work in other universities and research institutes or professionally relevant positions</p> <p><i>Merit: International mobility</i></p> <p>If candidate has a doctoral degree at Aalto University or one of its predecessors, see page 7 of this document (Aalto tenure track policies and procedures app. 3.)</p>	<p>Research work in other universities and research institutes or professionally relevant positions</p> <p><i>Merit: International mobility</i></p> <p>If candidate has a doctoral degree at Aalto University or one of its predecessors, see page 7 of this document (Aalto tenure track policies and procedures app. 3.)</p>	<p>Research work in other universities and research institutes or professionally relevant positions</p> <p><i>Merit: International mobility</i></p> <p>If candidate has a doctoral degree at Aalto University or one of its predecessors, see page 7 of this document (Aalto tenure track policies and procedures app. 3.)</p>

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
TEACHING	Potential for excellence in research and high-quality teaching Shows ability or potential in developing as a teacher	Demonstrated potential for excellence in research and high-quality teaching	Excellence in research and high-quality teaching OR Excellence in teaching and high-quality research work	Continued excellence in research and high-quality teaching OR Continued excellence in teaching and high-quality research work
Approach to teaching and learning	Limited or some description of the understanding of teaching and learning principles, and ability to reflect on them.	Some or good description of the approach to teaching and learning, and how the approach affects one's teaching. Description of the alignment of the approach to Aalto education strategy, values, and strategic objectives to a limited level.	Well-reasoned description of the approach to teaching and learning, and how the approach affects one's teaching. A vision for the development of teaching, supervision, and learning, and rationale how the vision supports student learning. Systematic alignment of the approach to Aalto education strategy, values and strategic objectives.	Well-reasoned description of the approach to teaching and learning, and how the approach affects one's teaching. A vision for the development of teaching, supervision, and learning, and rationale how the vision supports student learning. Systematic alignment of the approach to Aalto education strategy, values and strategic objectives.
Teaching experience	Some teaching experience, or shows potential in teaching, supervision, or development of teaching and learning material.	Principal teacher or shared responsibility for some courses Bachelor and master level theses supervised. Doctoral candidates under supervision/instruction Some evidence of course development. Some evidence of development of teaching and learning material or online learning.	Teaching experience covers regular teaching responsibilities. Bachelor and master level theses instructed/supervised. Doctoral candidates under supervision / instruction, with 1-2 doctoral candidates supervised or in final stage of their doctoral studies. Clear evidence of systematic course development. Clear evidence of development of teaching and learning material.	Extensive teaching experience: many courses at different levels and for different target groups. variety of forms of teaching. Extensive supervision experience at all levels (both completed and ongoing). Clear evidence of systematic course development. Clear evidence of development of teaching and learning material.

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
Curriculum development and educational leadership	<p>Potential and interest in course and curriculum development</p> <p><i>Merit: curriculum development and educational leadership</i></p>	<p>Potential and demonstrated interest in course and/or curriculum development</p> <p><i>Merit: curriculum development and educational leadership</i></p> <p>Advancement review: Some evidence and reflection of participation in programme-level development, curriculum development, or educational management in the major/programme or at the department.</p>	<p>Course and curriculum development record.</p> <p>Tenure review: Clear evidence and reflection of playing a role in programme-level development, curriculum development, or educational management in the major/programme, or at the department.</p> <p>Participation and involvement in the development and/or management of teaching at the school level.</p>	<p>Leadership in course and curriculum development</p> <p>For advancement to full professor: Clear evidence and reflection of playing a role in programme-level development, curriculum development, or educational management in the major/programme, or at the department.</p> <p><i>Merit: Broader evidence of contribution to and impact in the field (e.g. school, university, national, or international level educational leadership or development).</i></p> <p><i>Evidence of pedagogical mentoring of junior faculty members.</i></p>
Development as a teacher	<p>Interest in development of teaching</p> <p><i>Merit: Pedagogical studies</i></p>	<p>Interest in development of teaching</p> <p>For advancement review: At least 5 credits of pedagogical studies are required.</p> <p><i>Merit: Pedagogical studies and interest in pedagogical competence</i></p>	<p>Development as a teacher, including having 5 of more ECTS credits of pedagogical studies or evidence of other ways of acquiring or developing a knowledge in teaching and learning</p> <p>For tenure review: Pedagogical studies of at least 5 credits are required, and any additional pedagogical studies are considered a merit</p>	<p>Development as a teacher, including having 5 of more ECTS credits of pedagogical studies or evidence of other ways of acquiring or developing a knowledge in teaching and learning</p> <p>For advancement to full professor: Pedagogical studies of at least 5 credits are required, and any additional pedagogical studies are considered a merit</p>
Feedback	<p>Interest in collecting and making use of collected feedback.</p>	<p>Some feedback collected. Evidence of effort to make use of collected feedback.</p>	<p>Feedback is systematically and appropriately collected, analysed and used.</p> <p>Evidence of an active effort to make use of feedback.</p>	<p>Feedback is systematically and appropriately collected, analysed and used</p> <p>Evidence of an active effort to make use of feedback.</p>

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
		<i>Merit: Evidence of teaching quality such as awards, certifications, and external evaluations.</i>	<i>Merit: Evidence of teaching quality such as awards, certifications, and external evaluations.</i>	<i>Merit: Evidence of teaching quality such as awards, certifications, and external evaluations.</i>
Ability to teach	Teaching demonstration evaluated by The Quality of Education Committee of the School of Electrical Engineering (ELEC QEC).	Teaching demonstration evaluated by The Quality of Education Committee of the School of Electrical Engineering (ELEC QEC).	Teaching demonstration evaluated by The Quality of Education Committee of the School of Electrical Engineering (ELEC QEC).	Teaching demonstration evaluated by The Quality of Education Committee of the School of Electrical Engineering (ELEC QEC).
Overall teaching competence assessment	Overall assessment made based on ELEC QEC assessment report	Overall assessment made based on ELEC QEC assessment report <i>For advancement review:</i> <i>Overall grade by ELEC QEC. Progress from the earlier overall assessment expected.</i>	Overall assessment made based on ELEC QEC assessment report <i>For tenure review:</i> <i>Progress from the earlier overall assessment expected. High-quality teaching expected.</i>	Overall assessment made based on ELEC QEC assessment report <i>For advancement to full professor:</i> <i>Progress from the earlier overall assessment expected. High-quality teaching expected.</i>

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
IMPACT AND SERVICE	Interest in service and societal interaction	Demonstrated interest in service and societal interaction	Engagement in service and societal interaction	Recognized role in service and societal interaction
Service to research community and international networking	Merit: demonstrated contribution to impact and/or service <i>Can be demonstrated by (for example):</i> Reviewer responsibilities Participation in conference, workshop, and other scientific event organization.	Merit: demonstrated contribution to impact and/or service <i>Can be demonstrated by (for example):</i> Reviewer responsibilities Participation in conference, workshop, and other scientific event organization. Conference committee memberships	<ul style="list-style-type: none"> • Outreach and dissemination of research and/or artistic work • Contribution to development of the relevant academic field or discipline • Participation in academic service and leadership at the university, school, and department level • Leadership training and/or equivalent experience <i>Can be demonstrated by (for example):</i> Reviewer responsibilities Conference committee memberships Conference, workshop, and other scientific event organizer <i>Merit: Editorial board memberships in prestigious academic journals, contribution to responsible science, open science, research ethics etc.</i>	<ul style="list-style-type: none"> • Societal contribution in the field of expertise • Outreach and dissemination of research or artistic work • Demonstrated contribution to the development of the relevant academic field nationally and/or internationally • Demonstrated contribution to academic service and leadership at the university, school, and department level • Ability to nurture a new generation of successful researchers • Leadership training and/or equivalent experience <i>Can be demonstrated by (for example):</i> Editorial board memberships in prestigious academic journals Conference, workshop, and other scientific event organizer Plenaries and keynotes Membership/Chair in academic institutions, Fellow nominations; positions of trust in scientific/learned communities

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
				Contribution to responsible science, open science, research ethics etc.
Academic leadership and internal service	<p><i>Merit: Research group management; Involvement in department-level administration</i></p>	<p>Research group management; Involvement in department-level administration</p> <p><i>Merit: Awards, prizes, fellowships</i></p>	<p>Mentoring and tutoring</p> <p>Research management and research team management</p> <p>Chairs and memberships in University committees</p> <p><i>Merit: Awards, prizes, fellowships, positions of trust</i></p>	<p>Mentoring and coaching</p> <p>Recognized academic leadership, research management and research team management.</p> <p>Chairs and memberships in University committees</p> <p><i>Merit: Awards, prizes, fellowships, positions of trust</i></p> <p><i>For advancement to full professor: Aalto University leadership training and/or equivalent experience</i></p>

Aalto ELEC school specific tenure track recruitment and promotion guidelines (ELEC Tenure Track committee 5.5.2022)

	Assistant Professor, 1st term	Assistant Professor, 2nd term	Associate Professor	Full Professor
Societal interaction			Participation in societal activities and industry collaboration (e.g. consulting tasks) <i>Merits: Entrepreneurial promotion and interaction with stakeholders, collaboration with decision-makers</i>	Participation in societal activities and industry collaboration (e.g. consulting tasks), Entrepreneurial promotion and interaction with stakeholders, collaboration with decision-makers Media visibility

EXCERPT FROM THE AALTO TENURE TRACK POLICIES AND PROCEDURES DOCUMENT (17 June 2021)

APPENDIX 3: GUIDELINES FOR EVALUATION IN THE AALTO TENURE TRACK

About mobility (re: page 2 of this document):

“In general, granting tenure requires candidates with a doctoral degree (or equivalent artistic qualifications) from Aalto University or one of its predecessors to have spent no less than approximately one year at another university or research institute (typically outside Finland) or have equivalent relevant research (and/or artistic/professional) or teaching experience.

The one-year time should contain at least one continuous visit of at least 6 months. For the remainder, also shorter periods can be taken into account, but they should be 2 months or longer. The visit(s) typically occur after the doctoral degree, but a minimum of 6 months visit during doctoral studies may also be considered as fulfilling part of the requirement.”