

Evaluation criteria for tenure track professors

This is a summary of the review criteria for reaching tenure or full professorships by Aalto University and **Aalto School of Chemical Technology**. For candidates in the tenure track, both the tenure and promotion reviews focus mainly on merits achieved since the last review of recruitment.

Tenure and promotion reviews are conducted through a comprehensive evaluation in the main evaluation dimensions: research/artistic work, teaching and service (i.e., activity in the scientific community, academic leadership and societal interaction). Candidates recruited directly to tenured positions are evaluated using the same criteria as professors in the tenure track reviewed for tenure or promotion to the corresponding level.

The minimum requirements for reaching tenure are

- **excellence** in research and/or artistic work and **high-quality** teaching, or
- **excellence** in teaching and **high-quality** research and/or artistic work.

The Aalto University Tenure Track Policies and Procedures (president's decision 29 Feb 2016) lists a set of key criteria that especially are to be evaluated in the tenure review and that also form the basis for determining the overall level (e.g. excellent or high quality) of both research/artistic work and teaching. These criteria are presented below together with any specifications made by the school tenure track committee.

Tenure (and promotion) review criteria at Aalto University (president's decision 29 Feb 2016)	CHEM School's specifications of the criteria
Key criteria in research/artistic work	
The most important publications and their quality and impact including the quality of the publication forums from the viewpoint of the candidate's field of research; and/or the most important artistic works and their quality and impact.	<i>Can be demonstrated by:</i> <ul style="list-style-type: none"> • High impact publications • Original research <i>For full professor additionally</i> Publications in high impact forums/highly cited publications
Research/artistic work in other universities and research institutes or in professionally relevant positions (including doctoral studies and the postdoctoral phase). In most cases, a decision to grant tenure requires that the candidate has spent at least one year at another university or research institute or has equivalent expertise.	<i>Can be demonstrated by:</i> Working after PhD degree in different institution(s) International experience highly recommended

<p>The ability to build and lead a research/artistic team including possible doctoral students and postdoctoral research associates or artistic professionals supervised by the candidate.</p> <p>Full professors (promotion review): Increased emphasis on international (and national) visibility and standing of the candidate and her/his team in the field.</p>	<p><i>Can be demonstrated by:</i> Number and status of supervised/instructed doctoral theses</p>
<p>The capability of raising competitive research funding or corresponding competitive funding in the artistic field.</p> <p>Full professors (promotion review): Increased emphasis on success in winning competitive funding,</p>	
<p>The ability to conduct independent research/artistic work.</p>	<p>Leading role in original research.</p>
<p>Key criteria in teaching</p>	
<p>Teaching experience including supervision of doctoral, master and bachelor level theses.</p> <p>Full professors (promotion review): Increased emphasis on achievements in doctoral education.</p>	
<p>Development of teaching and experience in course development in the field.</p> <p>Full professors(promotion review): Increased emphasis on experience in curriculum development.</p>	
<p>Pedagogical education and studies.</p>	
<p>Quality of student feedback.</p>	<p>Continuous improvement against student's feedback.</p>
<p>Collegial feedback (e.g., Head of Department or director of degree programme) and utilization of student and collegial feedback in developing teaching.</p>	
<p>The ability to teach.</p>	<p>Teaching is largely evaluated based on Teaching portfolio and lecture evaluation by CHEM TCAC</p>

Full professor promotion review criteria for service (president's decision 29 Feb 2016)	School's specifications of the promotion review criteria for service
<p>In addition, the candidate is expected to have increasing contributions to service, for example, including the following activities:</p> <ul style="list-style-type: none"> • the candidate's outreach and dissemination of her/his work; • collaboration within Aalto University, schools and the departments, such as committees, working groups and task force memberships; • mentoring and coaching of junior colleagues; • formal training developing academic leadership; • academic leadership positions including committees and educational programs; and • service to the scientific/artistic community and/or industry and society at large. 	<p><i>Can be demonstrated by:</i></p> <ul style="list-style-type: none"> • Conference, workshop and other scientific event organizer • Editorial activities in international journals • Relevant industrial experience and collaboration • Patents and spinoffs • Interactions with stakeholders, collaboration with decision-makers, media visibility

For a full list of factors that could be considered in tenure and promotion reviews, please see Aalto University Tenure Track Policies and Procedures (president's decision 29 Feb 2016, pages 21-22)