

## **Supplementary provisions for educational competence as the basis for appointments to and promotions in teaching and research positions**

The provisions have been prescribed pursuant to Section 1-1, first paragraph, last sentence of the Regulations relating to Appointments and Promotions for Teaching and Research Positions, and apply to appointment as a university lecturer, associate professor or professor.

### **Section 1 – Educational competence requirements**

#### **Section1-1: Assistant professor**

For appointment as an assistant professor, the applicant must document "relevant practical pedagogical competence".

For applicants who are to be appointed to a full-time position or a part-time position of a longer duration as an assistant professor, the applicant must document "basic skills in planning, implementation, evaluation and development". Such competence shall be documented based on:

- Completion of a university pedagogy course with a minimum duration of 200 hours, or
- Completion of relevant courses with a total duration of at least 40 hours, in combination with a minimum of one year of experience from teaching and supervision in higher education

Applicants who do not possess this competence when appointed shall be required to acquire the necessary educational competence within two years from their appointment.

For applicants that are to be appointed to a part-time position or position of a shorter duration as an assistant professor, the following is considered relevant practical pedagogical competence:

- Completed course in university pedagogy, or
- Formal practical-pedagogical competence with a scope of at least half a year, aimed at the teaching and supervision of young people or adults, or
- Work experience with a duration of at least two years, in which teaching, training or supervision aimed at adults has been a substantial part of the work assignments, or
- Formal practical-pedagogical competence of a shorter duration in combination with work experience as mentioned above.

Applicants to such positions must possess the necessary educational competence at the time of their appointment.

#### **Section1-2: Associate professor**

For appointment as an associate professor, the applicant must document that he or she has acquired "basic skills in planning, implementation, evaluation and development". Such competence shall be documented based on:

- Completion of a university pedagogy course with a minimum duration of 200 hours, or
- Completion of relevant courses with a total duration of at least 40 hours, in combination with a minimum of one year of experience from teaching and supervision in higher education

Applicants who do not possess this competence when appointed shall be required to acquire the necessary educational competence within two years from their appointment.

#### **Section 1-3: Professor**

For appointment as a professor, the applicant must, in addition to the requirements that apply to the appointment of an associate professor, document:

- Development of the quality of one's own teaching and supervision over time, and
- Broad supervision experience, preferably at the master's or PhD level, and
- Participation in the development of educational quality in academic communities

Acquired competence shall be documented as a minimum through:

- Documented course responsibility and teaching experience from multiple levels in the university and university college sector, and documentation of how the applicant has followed up the course coordinator role in the development of his or her own teaching, and
- Use and testing of varied teaching methods and self-evaluation of this, and
- Supervision experience from master's theses and/or PhD dissertations, at all stages of the projects and with documented variation of the supervision methodology and variation of the projects' theoretical bases, subject areas and methods, and
- Participation in educational development work, committees, working groups or commissions
- Experience from educational management shall be given weight in the assessment

Broad supervision experience shall be documented based on a scope of supervision corresponding to:

- 15 master's theses of 30 credits, or
- 10 master's theses of 60 credits, or
- 4 PhD dissertations as the primary supervisor, or
- a proportionate combination of the above

Applicants must state whether they have been a co-supervisor or primary supervisor for each of the projects they have supervised, documenting whether they have been supervisors from the start of the projects until the submission has been completed and any public defence.

Supervision of bachelor's theses, candidate theses, or any other major scientific or artistic works, term papers at the master's degree level, co-supervisor assignments at the PhD level and development projects in the area of supervision can somewhat reduce the minimum requirement, however, they cannot constitute the majority of the assignments.

## **Section 2 – Documentation**

### **Section 2-1: Pedagogical CV**

The applicant shall document that he or she meets the requirements for educational competence that apply to the position category he or she is seeking an appointment or promotion to by submitting a pedagogical CV.

Together with the necessary documentation of completed education, courses, work experience, participation and responsibility, as mentioned in Sections 1-1 to 1-3, the applicant must attach reflection note(s), video file(s), etc. that show how the applicant meets the minimum requirements for educational competence through his or her experience.

The university will prepare a guide for setting up a pedagogical CV.