


5.7.2021

Perustieteiden korkeakoulu: Lehtorien urajärjestelmän mukaisen rekrytoinnin ja etenemisen koulukohtaiset vaatimukset

School of Science: School specific recruitment and advancement requirements of the Lecturer Career System

Kuvaus/Perustelut ja päätös	<p>Aalto-yliopiston lehtorien urajärjestelmän 10.12.2020 voimaan tulleen ohjesäännön mukaisesti dekaani päättää koulukohtaisesta ohjeistuksesta.</p> <p>Vahvistan seuraavat Perustieteiden korkeakoulun vaatimukset lehtorien urajärjestelmän rekrytointi- ja etenemisohteistukseen:</p> <ol style="list-style-type: none">1. Kaikilla urapolun tasoilla edellytetään tohtorin tutkintoa ja aktiivista tutkimustyötä.2. Rekrytoinneissa ja etenemisarvioinneissa on käytettävä kahta ulkopuolista asiantuntijaa kaikilla urapolun tasoilla. <p>Translation of the decision: According to the Aalto University Lecturer Career System, revised 10 Dec 2020, the Dean is responsible for specifying the school specific requirements.</p> <p>I herewith specify as the School of Science specific requirements for recruiting and advancement of the lecturer career positions as follows:</p> <ol style="list-style-type: none">1. On all levels of the lecturer career system, a doctoral degree is required together with active research work.2. On all levels of the lecturer career system, two external experts are required for recruitment and advancement evaluation.	
Dekaani	Jouko Lampinen	
Valmistelija tai vastaava johtaja	henkilöstöasiantuntija Helena Knuuttila	
Asiakirjan luonne	Julkinen	
Asiakirjan julkaisu aalto.fi:ssä	Kyllä	



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Jakelu	Laitosjohtajat, HR-koordinaattorit, SCI opintopalvelupäällikkö, henkilöstöpäällikkö ja -asiantuntija, Aalto-yliopiston urajärjestelmistä vastaava.
Liitteet	Lecturer Career System: Aalto SCI school specific requirements

School of Science specific requirements of Aalto Lecturer Career System

1. Requirements for a lecturer career system position

On all levels of the Lecturer Career System, a doctoral degree is required (see table on page 3).

On all levels of the Lecturer Career System, active research work is required (see table on page 3).

2. Candidate evaluation of recruitments and advancements

On all levels of the Lecturer Career System, two external reviewers are required for the evaluation processes.

	University teacher	University lecturer	Senior university lecturer	Principal university lecturer
Requirements	<p>Shows potential to provide research-based teaching.</p> <p>Preferably some teaching and/or supervising/instructing experience in higher education institutions and/or vocational and executive education.</p> <p>No pedagogical studies required at the start of the position. However, at least 25 ECTS in higher education pedagogical studies are expected to be completed within the first 2-4 years.</p>	<p>Teaching competence evaluated at least at good level.</p> <p>Evidence on teaching experience for different target audiences, including bachelor, master and doctoral level education, life-wide learning, vocational and executive education.</p> <p>Ability to develop teaching and learning.</p> <p>Minimum 5 ECTS in pedagogical studies or equivalent knowledge with issues concerning teaching and learning. At least 25 ECTS in higher education pedagogical studies are expected to be completed within the first 2-4 years.</p>	<p>Teaching competence evaluated at least as high quality.</p> <p>Extensive teaching experience for different target audiences, including bachelor, master and doctoral level education, life-wide learning, vocational and executive education.</p> <p>Evidence on developing teaching and learning (e.g. utilizing student/participant/peer feedback and self-reflection, developing teaching and learning materials with the support of new pedagogical and technological opportunities)</p> <p>Participation and involvement in curriculum development and/or educational leadership at unit/department or school level.</p> <p>Minimum 25 ECTS in higher education pedagogical studies.</p>	<p>Has succeeded excellently as a senior university lecturer at Aalto University (for at least four years.)</p> <p>Has shown continued excellence in teaching / development of teaching and learning / educational leadership, for example:</p> <ul style="list-style-type: none"> • by having extensive teaching and supervising/instructing experience at Aalto University, with significant merits such as teaching awards/rewards/honors. • by having showed courage and ability to take risks in developing new border crossing courses, teaching methods and ways to facilitate learning. • by having actively participated in developing Aalto University's education beyond the standard curriculum work. • by having actively and willingly participated in large-scale educational leadership or development activities (e.g. future-led teaching, digitalization, life wide learning etc.). • by having actively participated in international educational/pedagogical, scientific or artistic collaboration.
Merits	<p>Pedagogical studies.</p>	<p>Teacher's pedagogical qualification (60 ECTS) or other advanced pedagogical studies.</p> <p>Teaching awards/rewards/honors.</p> <p>Participation in curriculum development and/or educational leadership at unit/department or school level.</p>	<p>Teacher's pedagogical qualification (60 ECTS) or other advanced pedagogical studies.</p> <p>Significant teaching awards/rewards/honors.</p> <p>Broader contribution to educational development nationally or internationally.</p>	<p>Teacher's pedagogical qualification (60 ECTS) or other advanced pedagogical studies.</p> <p>Broader contribution to educational development nationally or internationally.</p>

	University teacher	University lecturer	Senior university lecturer	Principal university lecturer
Requirements	<p>Generally, master's degree, doctoral degree in some fields.</p> <p>AALTO SCI: doctoral degree</p> <p>Research or artistic/practice-based work shows potential.</p> <p>AALTO SCI: research work</p>	<p>Doctoral degree or significant other artistic/practice-based merits in own field.</p> <p>Aalto SCI: doctoral degree</p> <p>Scientific / artistic publishing or equivalent artistic work in the fields/topics of teaching or pedagogy/education.</p> <p>AALTO SCI: research work</p>	<p>Doctoral degree or significant other artistic/practice-based merits in own field.</p> <p>Aalto SCI: doctoral degree</p> <p>Active and strong scientific / artistic publishing or equivalent artistic work in the fields/topics of teaching or pedagogy/education.</p> <p>AALTO SCI: research work</p> <p>Active participation in services to the scientific/artistic community.</p> <p>Aalto-external (university, teaching, industry or practical) experience (e.g. committees, networks etc., does not have to be an employment relationship).</p>	<p>Doctoral degree or significant other artistic/practice-based merits in own field.</p> <p>Aalto SCI: doctoral degree</p> <p>Continued active and strong scientific / artistic publishing or equivalent artistic work in the fields/topics of teaching or pedagogy/education.</p> <p>AALTO SCI: research work</p> <p>Continued active participation in services to the scientific/artistic community.</p> <p>Continued Aalto-external (university, teaching, industry or practical) experience (e.g. committees, networks etc., does not have to be an employment relationship).</p>
Merits	<p>Doctoral degree or significant other artistic/practice-based merits.</p> <p>Aalto-external (university, teaching, industry or practical) experience.</p> <p>Service to the scientific/artistic community.</p>	<p>Aalto-external (university, teaching, industry or practical) experience.</p> <p>Active participation in services to the scientific/artistic community.</p>	<p>International scientific or artistic collaboration.</p> <p>Awards related to research/artistic activities.</p>	<p>International scientific or artistic collaboration</p> <p>Awards related to research/artistic activities.</p>