

Aalto ARTS evaluation criteria for:

- Tenure track positions
- Professor of practice positions
- Promotion and tenure evaluations

Based on Aalto Tenure Track Committee key criteria for promotion and tenure evaluations



Aalto University
School of Arts, Design
and Architecture

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All academic positions in Aalto University

International recruitment to all paths and positions, all levels

Tenure track career system

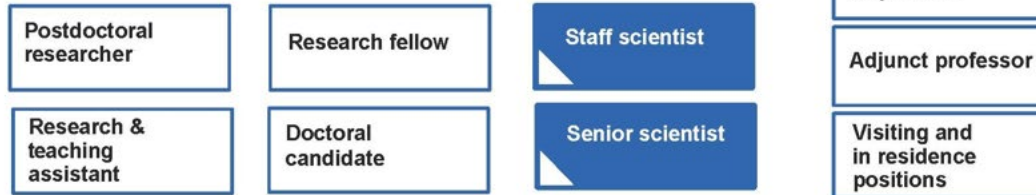


Lecturer career system



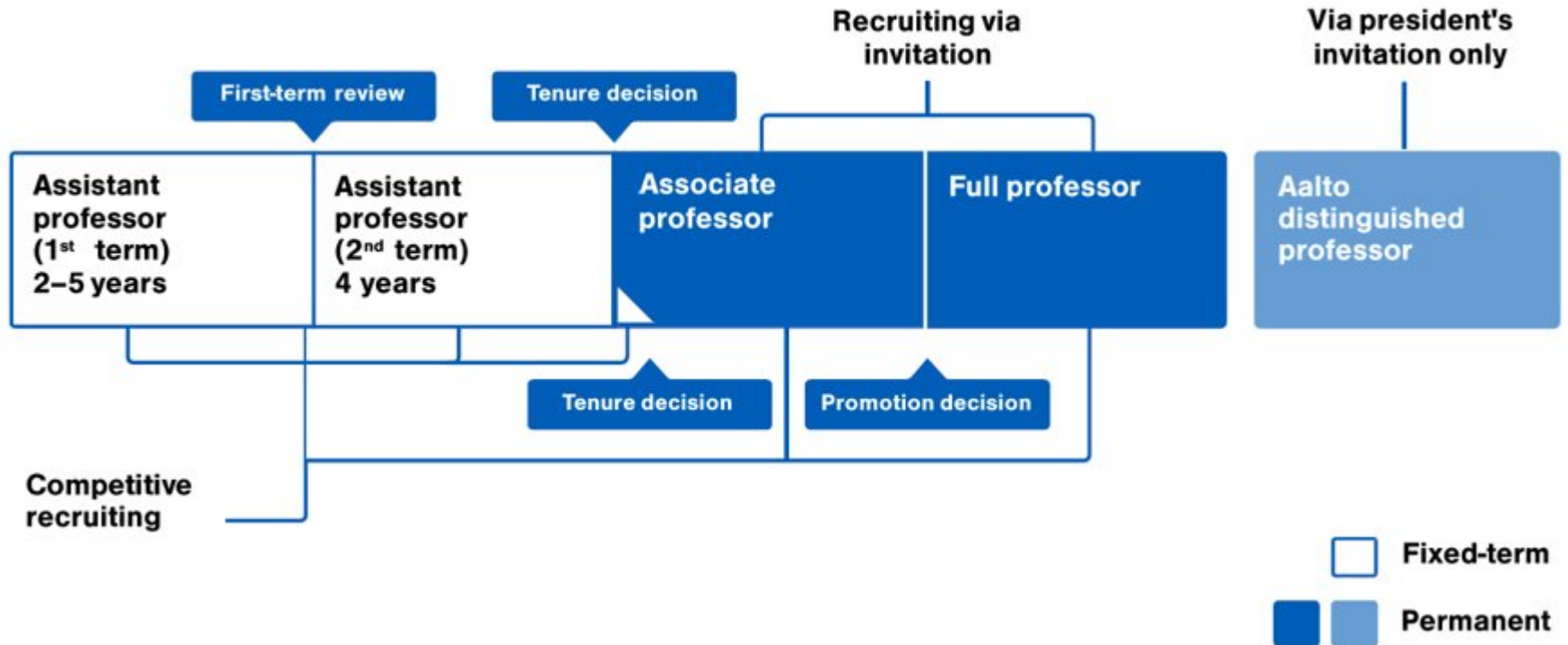
Other academic positions

Positions supporting the development of academic competences (incl. student titles)



 Fixed-term
  Permanent

Tenure Track career system in Aalto University



Professor positions in a nutshell



Aalto University
School of Arts, Design
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Tenure track and other professor positions

The purpose of these guidelines is to give specific guidance on evaluations. If these guideline and Aalto TT policy are in conflict, Aalto TT policy needs to be followed.

Assistant 1 & 2

Funding: University
Term 1: Fixed, 2-5 years
Term 2: Fixed, 4 years
Decision: Dean

Associate (non-tenured)

Only used in exceptional cases

Funding: University
Term: max 5 years
Decision: Dean

Associate (tenured) and Full

Funding: University
Term: Permanent
Decision: President

Adjunct professor

Funding: School
Term: Fixed, 3-5 years & part-time
Decision: Dean

Professor of Practice

Funding: School
Term: Fixed, 3-5 years & part-time
Decision: Dean

Assistant 1 & 2 level professors

The evaluation is mainly based on **potential** when recruiting to assistant professor first term. In the second assistant professor term, the emphasis is on **merits and potential**.

The Aalto University Tenure Track Committee has made a recommendation on how to evaluate potential. In a systematic evaluation of the potential for a successful career on the tenure track, the following aspects could be considered:

- Early exceptional research or artistic and/or practice-based merits
- Early exceptional teaching merits
- Rate of progress in earning merits
- Comparison and benchmarking of the candidates (including bibliometric indicators)
- Independence and originality
- Networking
- Recommendation letters

More info on evaluating potential [here](#).

Associate professors

Candidates recruited or promoted to the level of Associate or Full Professor must have high academic merits, be of first rank among distinguished members of their discipline, and show a continued contribution to academic research and/or artistic or practice-based work.

According to the Aalto tenure track policy, the minimum requirements for reaching tenure are:

- **excellence in research and/or artistic (and/or practice-based) work and high quality in teaching, or excellence in teaching and high quality in research and or artistic (and/or practice-based) work.**
- If doctoral degree (or equivalent artistic qualifications) from Aalto University or one of its predecessors; international experience **or experience in** another university or research institute **is required**.

More info on evaluating excellence [here](#).

Full professors

Candidates recruited or promoted to the level of full professor must have high academic merits, be judged by distinguished members of their discipline, be of first rank among scholars, and show a continued contribution to scholarship and Aalto University.

According to the Aalto tenure track policy, the minimum requirements for reaching tenure are:

- **excellence in research and/or artistic (and/or practice-based) work and high quality in teaching, or excellence in teaching and high quality in research and or artistic (and/or practice-based) work.**
- **In rare case of exceptional merit only, advancement to full professor based on excellence in impact and/or service, with a minimum of high-quality in research/artistic work and teaching.**

Hence, when recruiting or reviewing a candidate for promotion to the full professor level, the review should consider the **key criteria** described in the dimensions of research or artistic and/or practice-based work and teaching with increased emphasis on

- International (and national) visibility and standing of the candidate and her/his team in the field
- Competitive funding
- Achievements in doctoral education in research-based merits and equivalent in artistic and/or practice-based merits
- Experience in curriculum development
- Contributions to service

Professors on Tenure Track at ARTS

Candidates recruited to the tenure track must have a doctoral degree or comparable artistic qualifications.

Comparable artistic qualifications means:

- master level degree
- minimum of five years of advanced artistic (design/architecture) practice
- specialized expertise to generate new knowledge and/or competence exemplified through several artistic (design/architecture) outputs
- demonstrated written capability to deeply reflect and position the artistic (design/architecture) contribution.

Aalto ARTS criteria for evaluating professor positions



Aalto University
School of Arts, Design
and Architecture

How to read and use the ARTS evaluation criteria

The evaluation criteria for professor positions at Aalto are based on principles of predictability, transparency and comparability with international standards.

Performance is evaluated through three dimensions:

- **Research** and/or **Artistic and/or practice-based** criteria
- **Teaching** and
- **Service** (activity in scientific or artistic communities, academic leadership and societal interaction)

How to read and use the ARTS evaluation criteria

The criteria are meant to support a holistic evaluation of applicants. This means that an applicant is evaluated not on fulfilling every single criteria but, rather, on the overall combination and balance across **each dimension** and as relevant to the field and type of professorship.

Combining artistic and/or practice-based work with research in a pioneering way can be a merit.

The criteria apply for both recruitments and advancements within the tenure track. Tenure and promotion reviews focus on merits achieved since preceding review or recruitment.

Internal mid-term evaluation is recommended for Assistant 1 and 2 (and Associate, non-tenured) professors, Head of Department is responsible.

Aalto tenure track general criteria

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

RESEARCH CRITERIA

MERITS RELEVANT TO ARTS THAT MAY BE CONSIDERED WITHIN A HOLISTIC EVALUATION BY ALL COMMITTEES

1

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 the quality and impact of the publications

A publication portfolio that represents potential for high quality research.

A publication portfolio that includes publications in international peer reviewed forums (e.g. monograph, articles, chapters in edited books, conference articles/papers).

A publication portfolio that includes a significant amount of publications in international peer reviewed forums (e.g. monograph, articles, conference articles/papers), including publications in international top forums.

A publication portfolio that includes a significant contribution in research, including a substantial track-record (regular and active production) of publications in international peer-reviewed forums (e.g. monograph, articles, chapters in edited books, conference articles/papers), including publications in international top forums.

2

Research 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 worked at least one year at another university or research institute or has equivalent expertise outside Aalto University.

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Aalto tenure track general criteria

Assistant Professor 1 2 (-5 years)

Assistant Professor 2 4 years

Associate professor (at least 4 years before promotion)

Full Professor

3

The ability to build and lead a research team including possible doctoral student and postdoctoral research associates

Involvement in leading research projects or other academic leadership duties

Experience in leading research projects or teams and other research duties

Significant experience and track record in leading research projects or teams and other research duties

International (and national) visibility and standing of the candidate and her/his team in their field, statements, peer reviews, and peer esteem evidenced in documents

International (and national) visibility and standing of the candidate and her/his team in their field, statements, peer reviews, and peer esteem evidenced in documents

Increased emphasis on international (and national) visibility and standing of the candidate and their team in the field

Increased emphasis on international (and national) visibility and standing of the candidate and their team in the field

Professional success of students

Professional success of students

4

Achievements in doctoral education

Advising / supervision of doctoral candidates

Advising / supervision of doctoral candidates who have finished their degree

Advising / supervision of several doctoral candidates who have finished their degree

Aalto tenure track general criteria

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

5

The capability of raising competitive research funding or corresponding competitive funding in art, cultural or other sectors

Experience of applying for funding

Demonstrated success in applying for external funding

Demonstrated success in applying for significant external funding

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The ability to conduct independent research work

Doctoral degree

Well articulated development of a research theme

Demonstrated research activity and achievements since Doctoral Degree

Post-doctoral studies, experience at Assistant 1 level, or equivalent

Well-articulated development of a research theme

Participation in research projects

Demonstrated significant research activity and achievements since Doctoral Degree, amounting to at least 6 years full time worth of active and successful research activity

Post-doctoral studies, experience at Assistant level, or equivalent

Well-articulated development of a research theme

Demonstrated significant research activity and achievements since Doctoral Degree, amounting to a minimum of 10 years of fulltime active and successful research activity

Experience at Associate professor level, or equivalent

Well-articulated development of a research theme

Aalto tenure track general criteria

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

ARTISTIC AND/OR PRACTICE BASED CRITERIA MERITS RELEVANT TO ARTS THAT MAY BE CONSIDERED WITHIN A HOLISTIC EVALUATION BY ALL COMMITTEES

7

Artistic and/or practice-based criteria and improvement in experience

Originality and quality of contribution in artistic and/or practice-based works, their impact in public forums

Integrating artistic and/or practice-based work with scientific knowledge and innovation activities

Work done in collaboration with societal and economic domains

Some relevant artistic or creative practice-based experience; potential contribution, creating new concepts, practices, paradigms, innovative forms of interaction or practice

Artistic or practice-based portfolio

Demonstrated ability of artistic or creative practice; recognized quality, originality, significance, rigor; established contribution

Practice portfolio that includes experience and examples

Ability that is demonstrated and developed over time including significant depth and/or breadth of practice; relevance for and/or integration with artistic or practice-based research and/or education

Patents and other commercial rights, significant new methods for industry or other business, etc.

Practice portfolio that includes experience and examples in international forums that demonstrate peer-review and/or peer-standing

Consistently significant artistic and/or practice-based ability that is demonstrated and developed over time, including significant depth and/or breadth of practice; relevance for and/or integration with artistic or practice-based research and/or education at multiple levels; originality, significance, excellence of artistic and/or practice-based work

Patents and other commercial rights, significant new methods for industry or other business, etc.

International and comprehensive recognition

Aalto tenure track general criteria

8

Leadership, including collaboration, vision, mentoring/employment/supervision

The ability to build and lead an artistic/practice-based community or team including research associates or other professionals or students supervised/tutored by the candidate

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International and national visibility and standing of the candidate and her/his team in their field.

Assistant Professor 1 2 (-5 years)

Preliminary ability to communicate and collaborate in field-specific arenas; potential for leadership

Preliminary recognition in the field internationally, including potential for high-quality practice

Assistant Professor 2 4 years

Demonstrated ability to collaborate in the field-specific or cross-field arenas

Demonstrated ability to contribute to, build or lead within a relevant production and/or community of practice

Experience in leading academic programs and artistic and/or practice-based projects

Demonstrated recognition in the field internationally, including high-quality practice

Associate professor (at least 4 years before promotion)

Recognized ability to build and/or lead within a community of practice; demonstrated ability to lead activities within a production and/or community of practice

National and international awards, prizes or recognition in the field

Established track record of recognition in the field internationally, including significant international connections

↓

Full Professor

Consistent experience and recognition as a contributor and/or leader in high quality productions and/or community of practice; demonstrated excellence in leadership

National and international awards, prizes or recognition in the field

Significant track record of recognition in the field internationally, including significant international connections

↓

Aalto tenure track general criteria



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International and national visibility and standing of the candidate and her/his team in the field

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

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Full Professor

In most cases, a decision to grant tenure requires that the candidate has worked at least one year at another university or research institute or has equivalent expertise outside Aalto University

National and international awards, prizes or recognition in the field



In most cases, a decision to grant tenure requires that the candidate has worked at least one year at another university or research institute or has equivalent expertise outside Aalto University

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The capability of raising funding

Experience of applying for residencies, commissions and funding

Demonstrated success in applying for residencies, commissions and external funding

Demonstrated success in securing significant commissions and funding from reputed sources

Aalto tenure track general criteria

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

TEACHING CRITERIA

MERITS RELEVANT TO ARTS THAT MAY BE CONSIDERED WITHIN A HOLISTIC EVALUATION BY ALL COMMITTEES

11 The ability to teach

Ability evident in the “teaching demonstration” included within a holistic assessment process, including:

- Articulation and achievement of learning outcomes
- Logic and research basis of argumentation
- Relevance to and engagement of audience learning materials
- Quality and clarity of content

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- Articulation and achievement of learning outcomes
- Logic and research basis of argumentation
- Relevance to and engagement of audience learning materials
- Quality and clarity of content
- Ability to be self-reflective about one's own teaching

Ability evident in the “teaching demonstration” included within a holistic assessment process, including:

- Articulation and achievement of learning outcomes
- Logic and research basis of argumentation
- Relevance to and engagement of audience
- Quality and clarity of content
- Ability to be self-reflective about one's own teaching
- Direction and vision for the continuing progress and future of one's engaging approach to teaching

Ability evident in the “teaching demonstration” included within a holistic assessment process, including:

- Articulation and achievement of learning outcomes
- Logic and research basis of argumentation
- Relevance to and engagement of audience
- Quality and clarity of content
- Ability to be self-reflective about one's own teaching
- Direction and vision for the continuing progress and future of one's engaging approach to teaching
- Building on lessons learnt and articulating key elements about strategic decisions concerning one's own educational performance

Aalto tenure track general criteria

Assistant Professor 1 2 (-5 years)

Assistant Professor 2 4 years

Associate professor (at least 4 years before promotion)

Full Professor

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Teaching experience including supervision of doctoral, master and bachelor level theses

A teaching portfolio that presents

- some teaching experience
- potential in university-level teaching and as an advisor for student theses
- evidence of reflective use of teaching and learning materials

A teaching portfolio that presents

- a track record of teaching experience
- university-level teaching including advising student theses
- evidence of development of teaching and learning materials

A teaching portfolio that presents

- a significant amount of teaching experience
 - an established university teacher
 - a demonstrated ability to teach, advise and evaluate bachelor- and/or master-level student theses.
- For research-based candidates, demonstrated ability to teach, advise and evaluate doctoral theses.

A teaching portfolio that presents:

- significant experience and contribution to teaching at university level, including doctoral level
- significant/established ability to advise, evaluate and conclude bachelor-/master-level theses
- significant established ability to advise, evaluate and conclude doctoral theses

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Development of teaching and experience in course and curriculum development in the field

Demonstrated ability to critically reflect and improve on teaching and course development

Reflective use and potential in developing teaching and learning material

Demonstrated experience in developing and improving courses and participating in curriculum development

Experience in developing teaching and learning materials

Demonstrated ability to develop and improve courses

Active participation in curriculum development; potential or demonstrated ability for educational leadership



Experience in developing and improving courses and broader learning modules (e.g. programs)

Experience in facilitating collaborative curriculum development.



Aalto tenure track general criteria



13

Development of teaching and experience in course and curriculum development in the field

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

Some basic experience in developing teaching and learning materials as well as assessment instruments

Experience and innovation in developing teaching and learning materials as well as assessment instruments

Demonstrated ability to plan and facilitate strategic decisions concerning education

Understanding of the interrelationship between curricula and teaching

Demonstrated ability to analyse and evaluate courses and curricula and improve based on findings

Experience in curricula development

Demonstrated ability of educational leadership and expertise in field-specific education

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Pedagogical education and studies

Potential to learn and apply pedagogical skills to courses

Experience in learning and applying pedagogical skills to courses

Demonstrated pedagogical competence, including development of new/innovative approaches

Demonstrated pedagogical competence, including development of new/innovative approaches

A coherent statement of teaching approach as well as reflection

Pedagogical training (min 5 ects)

Pedagogical training (min 5 ects)

An articulate statement of teaching philosophy

An articulate and advanced statement of teaching philosophy

Aalto tenure track general criteria

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

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Quality of student's feedback

Potential to improve courses and modify teaching performance and strategies based on feedback

Demonstrated ability to improve courses and modify teaching performance and strategies based on feedback

Demonstrated continuous improvement and modification of courses, pedagogy, and teaching strategies based on feedback

Ability to intervene with students or class, when needed, on personal and community level

Demonstrated, continuous improvement and modification of courses, pedagogy, and teaching strategies based on feedback

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Collegial feedback (e.g. head of department, director of degree program) and utilisation of feedback in developing teaching

Ability to reflect and improve based on collegial feedback

Recognition for teaching including leadership in teaching across departments, schools, universities; national or international leadership roles in the field-specific education or teaching awards and/or tutoring students projects that lead to awards

Ability to reflect and improve based on collegial feedback

Recognition for teaching including leadership in teaching across departments, schools, universities; national or international leadership roles in field-specific education or teaching awards and/or tutoring students projects that lead to awards

Recognition for leading change in teaching and learning in the field nationally or internationally

Aalto tenure track general criteria

**Assistant Professor 1
2 (-5 years)**

**Assistant Professor 2
4 years**

**Associate professor
(at least 4 years before promotion)**

Full Professor

SERVICE CRITERIA

MERITS RELEVANT TO ARTS THAT MAY BE CONSIDERED WITHIN A HOLISTIC EVALUATION BY ALL COMMITTEES

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Service to the scientific/artistic and/or practice-based community

Conference presence



Review or jury duties



Major evaluation tasks



Memberships in academic societies and positions of trust in relevant academic and/or professional communities

Increased conferences presence



Some experience in:

- editorial, review or jury duties

- major evaluation tasks

- memberships in academic societies and positions of trust in relevant academic and/or professional communities

Consistent and improving experience in:

- conferences (organising)

- editorial, review or jury duties

- major evaluation tasks

- memberships and leadership positions in academic societies (e.g. Chair, Fellow) and positions of trust in relevant academic and/or professional communities

- international participation and contribution

Demonstrated leadership in:

- conferences (organising, reviewing, chairing sessions, keynote presentations)

- editorial, review or jury duties in highly ranked journals, publishing houses and/or funding agencies

- major evaluation tasks

- memberships and record of leadership in academic societies and institutions (e.g. Chair, Fellow) and positions of trust in relevant academic and/or professional communities

- international participation and contribution

Aalto tenure track general criteria

Assistant Professor 1 2 (-5 years)

Assistant Professor 2 4 years

Associate professor (at least 4 years before promotion)

Full Professor

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Academic leadership and internal service

Potential for contributions and service duties to the university community

Some experience in contributions and service duties to the university community

A track record of a significant amount of:

- mentoring and tutoring
- academic leadership including leadership training
- research management and research team management
- committee and other service duties to the university community

Substantial contribution to:

- mentoring and tutoring
- academic leadership including leadership training
- research management and research team management
- quality and clarity of content
- committee and other service duties to the university community

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Societal interaction, societal impact and contribution

Potential in contributions for societal impact

Some experience in contributions for societal impact

A track record of significant amount of:

- contribution in the field of expertise external to Aalto
- participating in university/higher education platforms
- participation or leadership of collaborative platforms

Substantial record and recognition:

- significant contribution in the field of expertise external to Aalto
- active participation in university/higher education platforms



Aalto tenure track general criteria



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Societal interaction, societal impact and contribution

Assistant Professor 1 2 (-5 years)

Assistant Professor 2 4 years

Associate professor (at least 4 years before promotion)

Full Professor

A track record of significant amount of (continuing from previous page):

- patents and other commercial rights, significant new methods for industry or other business, etc.
- advisory roles in governmental and other bodies
- other collaboration with the community
- interaction with stakeholders

Substantial record and recognition (continuing from previous page):

- active participation or leadership in collaborative platforms and activities in Aalto University
- patents and other commercial rights, significant new methods for industry or other business, etc.
- advisory roles in governmental and other bodies
- other collaboration with the community
- interaction with stakeholders